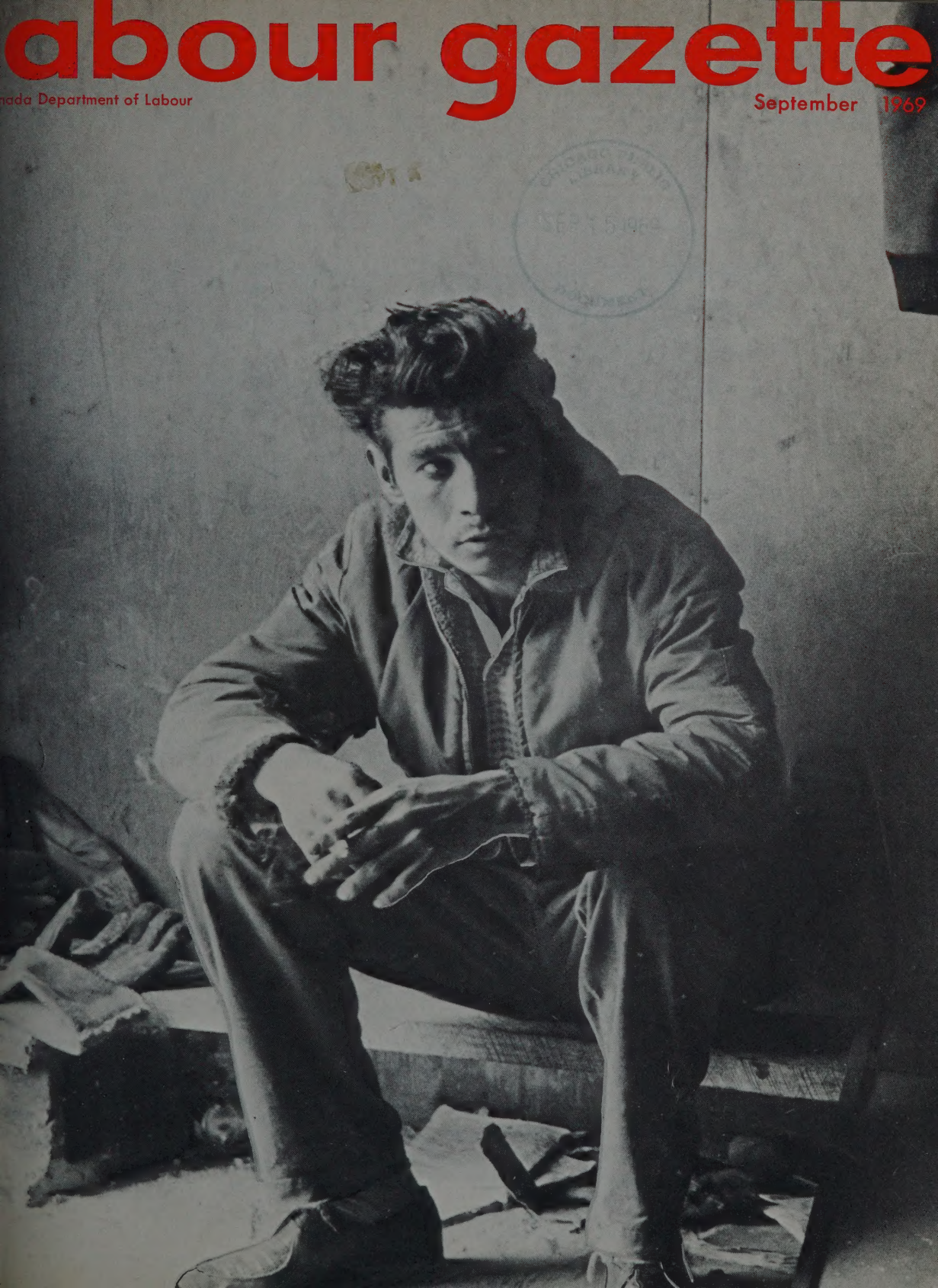
abour gazette

nada Department of Labour

September 1969



Canada Department of Labour Publications

Report of the Industrial Inquiry Commission on Canadian National Railways "Run Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (Englis or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the late statistical data on union membership, and a directory of labour organizations wit names of their principal officers, publications, and the geographic distribution of the local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/196

Industrial and Geographic Distribution of Union Membership in Canada, 196 (English or French). Price 15 cents, Cat. No. L31-767.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockou occurring in Canada during a year. Tables and related texts show strikes ar lockouts by years, by areas, by industries, including time lost, number of worke involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published loose-leaf form and followed later by a paperback volume. Contains the results an annual survey at October 1 of occupational wage rates and standard hours work in most industries. Averages and predominant ranges of wage rates for select occupations are tabulated separately on a regional basis for some 90 industri including logging, mining, manufacturing, construction, transportation, trade a service groups. Weekly salaries for office occupations and hourly wage rates f maintenance of service occupations and for labourer for several broad indust groups are shown, on a community basis, in 52 communities. Trends in wage rat are included in tables of index numbers by industry. First-year service includi attractive binder with index tabs and paperback volume, $10.00; service witho indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.0 (Bilingual). Cat. No. L2-550.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. N L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans d domaines connexes. A catalogue, in French, of terms currently in use in the labo relations field. Prepared by the Economics and Research Branch. Price $4.50, C No. L31-967F.

Payment Systems and their Development in the Railway Running Trades. 19 By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cov

labour gazette

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Official Journal
Canada Department of Labour

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Cover photograph—"The Indian people have shown their determination that present conditions shall not persist," said Hon. Jean Chrétien, Minister of Indian Affairs and Northern Development, in introducing the new Indian policy. See The New Policy for Canada's Indians, p. 513. *NFB photo*

Labour Day Messages

By

Hon. Bryce Mackasey

Minister
Canada Department of Labour

Donald MacDonald

President
Canadian Labour Congress

Charles Smith

Chairman
Canadian Railway Labour Executives' Association

Marcel Pepin

President
Confederation of National Trade Unions

Toward More Matu Relations

Mackasey

THIS YEAR holds special significance for the workers of the world in that it marks the 50th Anniversary of the International Labour Organization. We, in Canada, along with the 119 other member countries of the ILO, take pride in saluting this Organization's 50 years of service in the cause of social justice.

The International Labour Organization, with its tripartite character, has encouraged among employers, employees and governments a continual dialogue that has produced proved working conditions and standards of living whe the ILO has been active around the world.

In the beginning, the ILO was primarily concerned with establishment of standards. It has continually increase programs and, for the past 20 years, ILO experts have suppo the efforts of governments in the organization of employ services and labour administration, vocational training unskilled workers and managers alike, productivity in large small undertakings, development of co-operatives, wor education and social security systems.

Of the many activities planned in Canada to commem the 50th Anniversary of the ILO, possibly the most signif will be a National Tripartite Conference, scheduled for Ott October 27 to 29. Some 200 senior representatives of la management and government are expected to attend. conference will provide an appropriate occasion to honou ILO's 50th Anniversary, while considering the applicabil ILO Conventions to the Canadian scene, and it will also an excellent opportunity to clarify the respective responsib of unions, management and governments in working to more mature industrial relations in the public interest.

The future holds many challenges for the ILO. I am sur will join with me in wishing this Organization every succ its continuing goal to make the world a better place in wh live—and to work.

New Methods for New Conditions

MacDonald

LABOUR DAY 1969 could well mark the start of a period in which decisions of the utmost importance to organized labour and to industry as a whole will be reached. Canada's industrial relations have become a subject of wide public discussion, and it is important that any future courses of action that are decided upon should be the proper ones.

There can be no doubt about the importance of collective bargaining in a modern democratic society. This view has been fully supported by the findings of the recent large-scale study of industrial relations made by a government Task Force. The fact is that here in Canada the free collective bargaining process works. More than 95 per cent of the negotiations between unions and employers are settled without any work stoppage. It is unfortunate that it is the small minority of exceptions that attract the widest attention, while peaceful and constructive negotiations go practically unnoticed.

But, regardless of our relative success, there is need for a readiness to study, and if advisable to adopt, new methods to meet new conditions. "Change" has become one of the most overworked words in our language; but it prevails on the industrial scene quite as much as in any other area of activity. The issues being dealt with in bargaining between employers and employees are continually becoming more complex, and both parties must be prepared to keep pace if they are to properly represent their particular interests and reach a settlement that is for the general good.

Within the Canadian Labour Congress, there is a keen awareness of the necessity to meet new conditions. For more than three years, a top-level commission of our organization has been actively reviewing and studying the structure of our movement and the possible need of adapting it to meet the needs of today and tomorrow. Already some changes in structure and emphasis have been introduced; undoubtedly others will follow. Some critics of the Canadian labour movement have said that it is too complex and that there are too many unions. Our Congress has a very strong policy of encouragement to unions in similar jurisdictions to merge. Already a good deal has been accomplished; but the final decision rests with the members concerned, and under a democratic system it cannot be otherwise. At the same time, we have instituted a vigorous program establishing councils as a method for co-operation between unions that have common interests. This has already met with considerable success.

Since the Canadian Labour Congress came into being in 1956, thirteen of our unions have been party to some form of merger, and discussions are now going on between other organizations. At the same time, in eight instances, groups of unions active in the same industry, or with other forms of common interest, have formalized means for discussion and co-operation. The Canadian Labour Congress is actively encouraging this type of development, and we look forward to further consolidation and more efficient co-operation among various unions in the future.

This strengthening of trade union organization is essential if any degree of balance is to be maintained between labour and the giant multiplex corporations that are developing throughout the world. We are well aware that closer co-operation between unions within our national borders is not, itself, sufficient. There is a growing need for a closer relationship among labour organizations throughout the world, and the Canadian Labour Congress is strengthening its international activities to protect workers' interests in this respect.

A number of our organizations have made some gains in recent bargaining; but, all too often, these increases are undercut by rising prices. Price increases to which all Canadians have been exposed in recent months appear, in many cases, to be unjustified. Those who control prices are able to make changes on an arbitrary basis, without any requirement of going through a justification proceeding, as employees are required to do when they seek wage increases.

At the same time, the disgraceful prevalence of poverty in Canada is a clear demonstration of the great inequalities that exist, and of the entirely inadequate incomes on which many Canadian families are being forced to subsist.

Thus, much remains to be done in raising incomes, as well as improving social legislation and other fields. The Canada Pension Plan is an example of comparatively new legislation failing to keep pace with changing needs. The time is also overdue for a large-scale review of our whole social program with a view to improving existing legislation, developing better co-ordination, and making more efficient use of our resources. Undoubtedly one of the greatest social needs of our country continues to be housing. The fact that increases have been recorded at some stages in the number of starts is by no means a solution to the problem that continues to confront thousands of Canadian families. The new housing that is becoming available is almost entirely out of the reach of families who are living in substandard accommodation, and who have the greatest need for better housing. Until we meet this need, Canada's housing situation will remain critical.

It is therefore clear that great responsibilities confront organized labour. Within the past year, we have been encouraged by the continued rapid growth of the Canadian trade union movement. It is significant that many of the new members are in occupations that are normally classified as "white-collar". The participation of large numbers of young people in trade union activities, and particularly in our educational program, augurs well. We are confident that a larger and a stronger labour movement will be able to make a great contribution to a better life for all Canadians.

The Interest of Youth

Federal Photos

Smith

LABOUR Day, the official holiday that is an annual tribute to all working people, has come to mean more than just another holiday from toil. It is a time when workers may pause to consider both the achievements of the past and the challenges of the future.

These are exciting times in the labour field, and those who are charged with the responsibility of leadership face a complex and exacting situation. This is the era of progress, as evidenced by the multiple technological and scientific advances in all phases of productive work, and as development of new ideas and concepts continues, so we find more emphasis on the youthful development of workers.

In my opinion, one of the most encouraging signs of the times is the interest displayed by the youth of the nation in t facilities available for advanced education. Youth is far t often the target of criticism for radical ideas, often classed irresponsible, and yet the fact that youth is thinking and e pressing itself is one of the greatest assets we have.

When one considers educational requirements in the wo force today as compared to twenty or thirty years ago, o realizes that every effort must be made to provide educatio facilities of a suitable and practical nature. It has often be said that "experience is the best teacher," but if knowled gained in the hard school of experience can be co-ordinat with youthful enthusiasm, the future would be in good han The Canadian Railway Labour Executives' Association rec nizes the need for advancement in this field, and we trust that the near future we may be able to promote a co-ordinated pl of action.

Unrest and violence in many of our universities and scho is distressing evidence of a lack of understanding; it is in m part an expression of frustration, and it seems to me that lead in the labour movement must do everything in their power promote practical educational programs, so that the thusiasm of youth may be translated into the sense of secur afforded by knowledge.

May I suggest that, on this Labour Day, we reflect upon intensely challenging problem of Worker Education and w we as union leaders can do to assist in promoting a progra

No Ordinary Day

Federal Photos

Pepin

LABOUR DAY is no ordinary day of rest and leisure. It is the day of the workers. It is the day of the organizations that aggressively defend and promote the interests of the workers. It is the day of celebration for our militants, the day marking our solidarity and collective action. Labour Day is no ordinary holiday, but one which reaffirms the continuing progress of organized men and women in their social, political and economic struggle.

For us militants, it is a good opportunity to restate what we wish to accomplish with the active co-operation and agreement of workers who understand the power of their collective strength. CNTU trade unionism, too militant in the eyes of big business, has sometimes been made to appear in such a way as to discredit unions deliberately. We must answer the critics and explain our objectives again. They must not be permitted to think that workers, in spite of the opposition of the propertied interests, will become less eager to claim and win their due.

The Labour Day holiday reminds us of the effort expended by wage earners to defend themselves against arbitrary management, to ensure better working conditions for themselves, a to ensure greater security, higher wages and the strength nec sary to assert themselves in dignity before their employers. collective power of labour must confront and offset any ab of authority by management. It is our mission to promote march forward to the greatest possible extent with every me at our disposal.

But shouldn't Labour Day remind us that this very real pr ress we have achieved has benefited directly only a minorit workers? Moreover, those benefiting from this progress main, like all workers, without means to cope with social pr lems, price increases, unemployment, and the many form exploitation encountered in everyday life. This is why CNTU convention ordered its executive a year ago to ope "second front"—in order that the trade union struggle co move into new fields, while continuing to serve traditional ar

The decision to do so will be implemented diligently. We continually question the paradox of an affluent society, som whose members are poor, or badly housed, or exploited credit, or unemployed. We will try to organize ourselves aga social and economic anarchy. We will take political action, all other forms of democratic action. In short, we will pu end to the lie by which certain unionists try to make others lieve that labour can improve its lot merely through collec agreements and briefs to government.

To us, Labour Day is not only the day for labour and not a good opportunity for leisure for all workers; it is also a da remember that admirable and difficult struggle that still tinues, without which there would certainly be more inju than there is now, and perhaps no democracy. We are celebrating rest, work and struggle at the same time—and are hoping for a better society.

Three are named to complete appointments to new Prices and Incomes Commission

Former Quebec cabinet minister Paul Gérin-Lajoie has been appointed Vice-Chairman of the new Prices and Incomes Commission, (L. G., Aug., p. 442). When he accepted the new appointment, Mr. Gérin-Lajoie was a member of the Quebec National Assembly for the electoral constituency of Vaudreuil-Soulanges. Appointed at the same time as Commissioners were George V. Haythorne, former Deputy Minister of Labour, and George E. Freeman, Chief of the Research Department of the Bank of Canada. The three appointees are working with Dr. John H. Young, Dean of Arts of the University of British Columbia, who is Chairman of the Commission.

Announcing the appointments, Consumer and Corporate Affairs Minister Ron S. Basford said, "It is needless for me to comment on the high calibre of the Commission appointees, although I would like to say on behalf of the Government how pleased we are that they have accepted the appointments."

It will be the Commission's task to inquire into and report on the causes, processes and consequences of inflation, and to advise those making current price and income decisions on ways of achieving price stability. The Commission began its work on July 2.

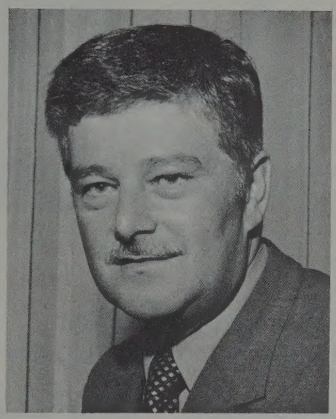
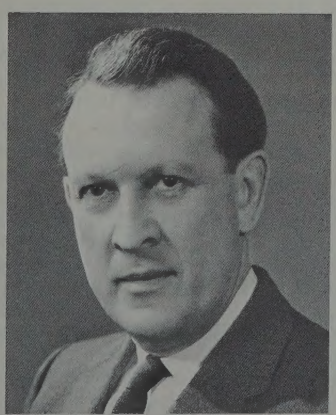


Photo by Andrews-Hunt

Gérin-Lajoie

Freeman



NFB photo

Haythorne

Ontario will join medicare in October

Ontario will join the federal medical care insurance plan on October 1 this year (L. G., July, p. 382). Legislation introduced in the Ontario Legislature enables the provincial plan to meet the criteria established by the federal Government. Under federal legislation, provincial plans must be non-profit, comprehensive and transportable.

Persons covered for health insurance under registered private plans will be considered to be insured under the provincial plan and all company insurance groups with a membership of 15 or more must join the provincial plan. Private companies will be enfranchised under the legislation to act as agents for the Government.

As of October 1, Manitoba, Nova Scotia, Newfoundland, Saskatchewan, British Columbia, Alberta and Ontario will have entered the federal plan.

Working party to examine hours-of-work law

A working party to examine the application of the hours-of-work provisions of the Canada Labour (Standards) Code and to make recommendations for possible revisions was appointed early in June. Announcing the appointment, Labour Minister Mackasey said he had decided that these provisions, which have been the cause of some administrative difficulty, should be the subject of a thorough review.

The hours-of-work provisions, which came into force July 1, 1965, require the payment of premium overtime rates for hours worked in excess of 8 in a day and 40 in a week. Maximum hours are 48 in a week, and these can be exceeded only by permission of the Minister of Labour, or in an emergency. There are also provisions for averaging, over a period of two or more weeks, where the nature of the work necessitates irregular distribution of hours of work.

Mr. Mackasey said that the working party will examine the objectives of hours of work legislation, consider alternative ways of achieving the objectives, and evaluate the experience of the Labour Standards Branch of the Department in administering the existing legislation. The working party will consider also the economic and social implications of regulating hours of work, with particular reference to effects on costs, productivity, employment, supply of labour, leisure, worker efficiency and welfare. In the course of the review, the Minister said that interested parties will have an opportunity to make written and oral representations to the working party.

Banning H. Hardie, Director of the Labour Standards Branch, has been appointed chairman of the working party. Members assisting him are: Dr. M. A. Malik, Economics and Research Branch; Philip Cohen, Economics and Research Branch; W. A. Martin, Accident Prevention and Compensation Branch; Miss Evelyn Woolner, Legislation Branch; and Gerard Van Berkel, solicitor, Deputy Minister's Office. H. B. Hamm, Assistant Director of the Labour Standards Branch, has been named Acting Director of the Branch for the duration of the working party. Any submissions or correspondence to the working party should be addressed to: B. H. Hardie, Chairman, Working Party on Hours of Work, Canada Department of Labour, Room 1003, 340 Laurier Ave. West, Ottawa 4.

The disadvantages of working part-time

An article under this title was published in the July issue of the LABOUR GAZETTE, and full credit for the study was given to the Women's Bureau, Canada Department of Labour. Although the initial planning and publication of the study was done by the Women's Bureau, the report itself, together with all of the field interviews, was prepared wholly by the department's Economics and Research Branch.

INCO boosts pensions for retired employees

The International Nickel Company of Canada has taken a step to reduce the effects of inflation on the income of its retired employees. Company Chairman H. S. Wingate announced that the company will increase pension payments to employees who retired in 1964 or before.

The adjustments apply to more than 1,400 pensioners or widows of former INCO employees in Canada. The increases will range from 4 per cent for people who retired in 1964 to 25 per cent for workers who retired before 1951. Several other companies have already introduced periodic reviews of pensions.

Department of Labour revises compensation study

A study issued annually by the Canada Department of Labour on workmen's compensation has been completely revised. Titled *Workmen's Compensation in Canada 1967* (Queen's Printer, $1.00), the study was completed by Evelyn Woolner, Chief of the Research Division of the Legislation Branch. It gives a comprehensive picture of the Canadian workmen's compensation system as it was on December 31, 1967, embodying concepts of accident prevention and the rehabilitation of the injured, as well as compensation in the form of cash and medical benefits. An appendix is included with 1968 changes up to December 31, 1968.

The study details the Acts and the nature and extent of benefits, and tabulates provincial comparisons of cash benefit scales and the scheduled occupational diseases eligible for compensation. A discussion of the standards by the International Labour Conference in the field of workmen's compensation is included also. One chapter describes the steps that have been taken to upgrade pensions.

NFB photo

Sylvia Ostry

Sylvia Ostry appointed Economic council director

Dr. Sylvia Ostry has been appointed as a director and as one of the three full-time members of the Economic Council of Canada. Dr. Ostry has been director of special manpower studies and consultation at the Dominion Bureau of Statistics.

Born in Winnipeg, Dr. Ostry studied at the University of Manitoba before transferring to McGill University, where she received an honours economics B.A. in 1948. She received an M.A. from McGill in 1950 and her Ph.D. in 1954 after studies at McGill and Cambridge. Between 1948 and 1964, she lectured variously at McGill University, Sir George Williams University and the University of Montreal, and she also headed a number of special research projects. Dr. Ostry joined DBS in 1964 as assistant director (research) of the Labour Division.

CBRT members reject merger with U.S. union

The rank and file of the 34,000-member Canadian Brotherhood of Railway, Transport and General Workers overwhelmingly rejected on June 12 a plan of their leaders to merge with the U.S.-based Brotherhood of Railway, Airline and Steamship Clerks. BRAC has about 20,000 members in Canada. The vote was 305 to 61 against the merger. All of the CBRT's salaried, full-time officers were solidly behind the proposal. But at the union's special convention in Montreal, speaker after speaker accused the executive of selling out the CBRT to Americans.

Chrysler will train 4,450 U.S. unemployed

The Chrysler Corporation will hire a train 4,450 unemployed for jobs payin minimum of $3 an hour under the Opportunities in the Business Sec (JOBS) program, U.S. Secretary of La George Shultz has announced The contr award is the largest in the seven-year h tory of the U.S. manpower program a the department has allocated $13,795,(for the two-year project. The hiring a training project has been agreed to by United Auto Workers.

Under the contract terms, the Chry Training Corporation, the firm's train subsidiary, will hire and train the job as drill press operators, spot welders, p duction line assemblers and material ordinators at each of its eight pla Secretary Shultz said that the contr "exemplifies the increasingly deeper volvement of the business sector in the tion's total manpower commitment underscores also the confidence of Administration that American busi not only can but *will* be an active par in meeting some of our most pres human problems."

The program is a joint effort of the partment of Labor and the Natio Alliance of Businessmen to find jobs 614,000 disadvantaged unemployed sons in the nation's 125 largest cities June 1971 (L. G., April, p. 225).

All new employees in the program be trained on the job for 12 weeks. T will receive up to 52 weeks of reme education, counselling, and suppor services such as minor medical care, coaching and transportation.

Chrysler has three other JOBS pro under way to hire and train 2,600 di vantaged jobless. To date the comp and its dealers have hired more than 1 hard-core jobless persons. Nearly 1 have remained as employees, a reten rate of better than 70 per cent. National Alliance of Businessmen's nounced retention rate for all program date has been about 60 per cent.

A study of the hard-core unempl hired by General Motors in the Un States, over an eight-month pe showed that their rate of retention on job was virtually the same as for all c employees. Of the 21,706 disadvant persons hired, 67.6 per cent stayed on job. This compares with 67.9 per cen other workers added to the payroll du the same period, the U.S. Labor De ment reports.

50 Years Ago

In the Labour Gazette, September 1919

Railway employees were complaining about the cost of living, the nationalization of U.S. railways was proposed, and Ottawa butchers went on strike.

LOW WAGE increases and "exorbitant" rates for room and board were some of the complaints CPR employees brought before the Canadian Railway Board of Adjustment in 1919, according to the September issue of the LABOUR GAZETTE. Dining car service employees contended that a proposed wage scale was not sufficient to meet current expenses, and not commensurate with the high cost of living. The Board apparently agreed with them and decided on a new scale that would give stewards who had worked one year a monthly salary of $135, rising to $145 the second year and $150 the third. Dining car chefs were to receive $135, $140 and $150; second cooks, $105, and $110; third cooks, $85; fourth and fifth cooks, $70; cafe car chefs, $125; and waiters were to receive $65 a month for the first year and $75 for the second.

In another case, maintenance of way employees expressed dismay over the $1.50-a-week increase in room and board charged by various railways out West. They said that the increase to $7.50 a week was excessive and that either the rate should be reduced or they should be given the privilege of boarding themselves. The company contended that the increase in board did not in some cases even cover the actual cost of the food, and they objected to employees finding their own board, protesting that, in sparsely settled districts, employees would find it difficult to secure supplies. The Board sympathized with the employees, and allowed them to furnish their own board. If the railways wanted to provide board, they would have to do so for an amount not exceeding $6.50.

A proposed scheme for the nationalization of United States railroads was presented in a bill to Congress, unofficially called the "Plumb Plan" after Glenn E. Plumb, a lawyer for the railroad brotherhoods, whose brainchild the scheme was. The plan would provide that railway workers have a voice in the management and a share in the profits. The scheme was supposed to be an answer to the unrest among railway workers owing to the increased cost of living. Its advocates claimed that if it were adopted, the scheme would result in reduced rates and greater profits, because of the increased production and economic shortcuts made by workers themselves.

The bill was endorsed in a statement made by the various railway brotherhoods and the Railway Employees' Department of the American Federation of Labor, stating: "Labour faces a persistently serious situation due to the cost of living, and the impossibility of wages keeping pace with the depreciation of money. No fundamental changes are being advanced to save workers from continual defeat in the economic struggle of life. The railroad employees are in no mood to brook the return of the lines to their former control, since all the plans suggested for this settlement of the problems leave labour essentially where it has stood and where it is determined not to stand. We realize that, in the strife for wage increases, we cannot win any permanent victory. It is not money but value that counts. The vicious circle is infinite. Increased wages are over-capitalized, for inflated profits and the cost of goods mount faster than the wage level. A few grow wealthy and the multitude is impoverished.

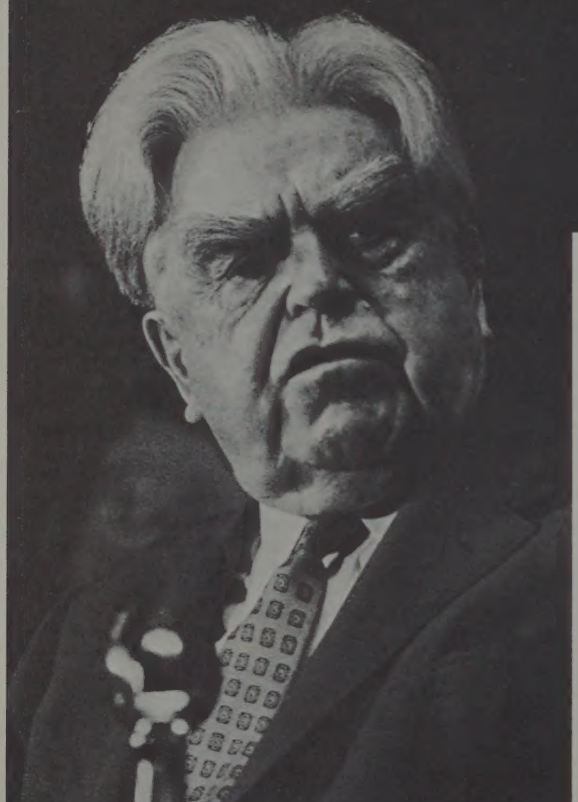
"Any basic change must begin with the railroads . . . . It has been argued that Labour is merely asking the public to let the workers become the railroad profiteers instead of Wall Street. This argument cannot survive a scrutiny of our proposal. We do ask for a share of the surplus at the end of each year, after operating costs are met and fixed charges are paid; but we also provide an automatic reduction in rates when this surplus comes to a given level. To restore the surplus, the employees of the railroads must increase the efficiency of their management and they must invite new business. What we ask is to share the savings from economies we ourselves introduce and to share the surplus from new business our efficiency made possible . . . ."

Ottawa butchers went on strike for higher wages during the month. They returned to work three days after being granted a partial increase. And a new early closing bylaw became effective in Montreal on August 11, closing shops at 7 p.m. on the first four days of the week, 9 p.m. on Friday and 11 p.m. on Saturday. Exempted were drug stores, tobacco shops and stores selling newspapers, periodicals, flowers, fruit, pastry and candy.

The National War Labor Board of the United States terminated in August. The Board had been created by President Wilson early in 1918, and its expenses were paid out of a war emergency appropriation that had become exhausted. During the 15 months of its existence, the Board dealt with, and adjusted, more than 1,200 labour disputes and expended $750,000. It was stated that, in every case brought before it, labour had benefited by increased wages, and that war production was maintained without interruption.

A new order issued by the Manitoba Minimum Wage Board stated that female employees in offices should not work more than eight hours a day or 44 hours a week. The hours were to be arranged so that each female employee should have one afternoon half-holiday each week. The minimum wage for experienced adult female employees in offices was to be $12.50 a week. An adult trainee was to receive at least $10.50 a week for the first three months and $11.50 for the next three months, and a regular salary when the six-month period was over. Female office employees under 18 were to be paid at a minimum weekly rate of not less than $8.00 if 15 years of age, $9.00 if 16, $10 if 17, and $10.50 if 17 years and six months.

The Passing of a Giant



THE MAN who, like Moses, led his "enslaved" fellow mine to the promised land of better working conditions and high wages in a time span of 40 years died at 89 on June 11. Jo Llewellyn Lewis, son of a Welsh immigrant miner, ruled t United Mine Workers of America as president and mentor f four decades, and in that time made mining one of the m lucrative occupations in the United States.

But John L. Lewis, the man, projected his crusading ima beyond the coal fields to the political arena to play a decis role in the history of the American labour movement. The fo of his presence was first felt at Palmyra, Ill., where he caught t imagination of labour notables, in particular, American Fede tion of Labor president Samuel Gompers. He became vi president of the Mine Workers in 1917. When Lewis took o the reins as UMW president two years later, he said in acceptance speech that he came "not in the quavering tones c feeble mendicant asking for alms, but in the thundering vc of the captain of a mighty host, demanding the rights to wh free men are entitled." It was this thundering, avenging ar angel approach that brought light to the half-Hades world the coal pit, and made millions aware of the dangers a sorrows of the men who braved it. Lewis once described underground as "a mortician's paradise." Existence in the mi is naked and elemental, he said. "Relations are not cushio by sophistry."

In his first term as UMW president, he clashed with gove ment authority when he led 411,000 workers on strike higher wages, but lost his first battle when President Woodr Wilson won an injunction by invoking a wartime law. It the beginning of many battles with heads of power, and bef he took off his gloves, he had sparred with three other pr dents—Hoover, Roosevelt and Truman. He tried to t over the seat of power from Gompers in 1921, but lost a 2-to-1 margin. After the death of Gompers three y later, Lewis led a bloc that elected William F. Green. It to Green that he sent the now classic message, after he created the Committee for Industrial Organization in 1930s, only to lead his mine workers out of it, rejoin the A and quit again: "Green, AFL. We disaffiliate. Lewis."

During the 1920s Lewis found himself at odds with his miners. They were earning only $3 a day, few were under u contract, and UMW membership had diminished to 150,0 But with the coming of President Franklin Roosevelt, the

eal and the National Recovery Administration, Lewis rebuilt is union and won contracts cutting the miner's workday from ght to seven hours. His miners would have followed him nywhere. When he told them to go hunting, they dropped ieir shovels, and when he told them that a contract looked ood, they went back to work.

The first split with AFL leadership came at the stormy nventions in 1934 and 1935. In 1936, Lewis joined with other dustrial unionists and led them out of the craft-oriented AFL create the Congress of Industrial Organizations. As its first esident, he began organizing steel, auto, rubber, textile and ectrical workers. Although he had supported Roosevelt, he as angered by the President's "plague on both houses" of bour and industry, which prompted him to rejoin: "It ill hooves one who has supped at labour's table and who has en sheltered in labour's house to curse with equal fervor id fine impartiality both labour and its adversaries when ey become locked in deadly embrace." He backed Republin Wendell Wilkie for the 1940 presidency, but when Roosevilt won his third term with the help of a heavy labour vote, wis quit as CIO president. When he quarrelled in 1942 with s successor, Philip Murray, he pulled his miners out of e CIO.

Lewis received perhaps his greatest psychic wound during orld War II when he called his men out on strike at a crucial ne in the war effort, and was publicly chastised by *The Stars d Stripes*, which carried a banner reading: "Speaking for the merican soldier, John L. Lewis, damn your coal-black soul." enty years later, he was still protesting that he had had no ention of placing the war effort in jeopardy, and still exining that there was plenty of coal above the ground and in orage, enough for the needs of both the United States and i allies.

Lewis reaffiliated with the AFL in 1946, only to disaffiliate ain a year later. The issue was the non-communist affidavit the Taft-Hartley Act (L. G. 1947, p. 1774), which the AFL isted that its leaders sign; but although Lewis was a longtie foe of communism, he refused, because he thought it ilting to be asked to do so. When his miners struck in 1946, t Government declared a national emergency, seized control the mines, and obtained a court injunction ordering the ners back to work. When he refused to give the back-to-wk signal, he was sued for contempt of court and personally fined $10,000. The union was fined $3,500,000, but this was later reduced by the Supreme Court to $700,000. The next year, when he again defied a court order, he was fined $20,000 personally, and the union $1,400,000.

Lewis's battles and his mastery of semantics made his mine workers part of the working elite, winning for them a royalty from mine operators for each ton of coal mined. With the money, he established a multimillion-dollar pension and disability fund that has built hospitals in mining communities across the United States and paid benefits to disabled and aged members. Paradoxically, he became a hero to the mine owners as well, because he knew how interdependent the two were; at the same time that he was pushing for higher wages, he was overtly welcoming mechanization, knowing that the coal companies could not exist without labour-saving machinery that could cut costs. Because of his sensitivity to the needs of both labour and management, the back-breaking toil of the past is gone. Today's miners no longer crouch or kneel in subterranean depths hacking and blasting the coal, but sit operating the giant tools that do the job for them. Lewis once said that it was better to have a half million men working in the industry at good wages and high standards of living than to have a million working in poverty and degradation—and he saw miners' wages rise from $2.50 a day in 1919 to $24.25 in 1960.

Thanks to technological advances made with Lewis's support, the time came when the American coal industry had the highest man-day productivity of any coal industry in the world. Average daily production for each man in the U.S. became 10 times higher than that of mine workers in Great Britain or Europe. The American coal industry even managed to survive the stiff competition from oil and natural gas.

When John L. Lewis retired as president of the mine workers in 1960 at the age of 80, he had the satisfaction of knowing that he had built up the wealthiest labour organization on the continent, with net assets of $110 million. In the same year, Georgetown University awarded him an honorary degree of Doctor of Humane Letters. The citation read at that time could well serve as his epitaph: "For upwards of 40 years, he has engaged in unflagging battle for the rights and dignity of the working man—and for the just rewards of management as well; and the present prosperous position of both is in no small part attributable to his labours."

53rd International Labour Conferenc

Employment Opportunities and World Productivit

Economic planners in many parts of the developing world are u
the expansion of crafts and small-scale industries to absorb a
part of the idle manpower in cities and villages. Thailand, where
family is shown, is a country that is receiving ILO assistan
crafts and small-scale industry.

Developing countries must put their human resources to productive use to meet their promises and expectations.

A WORLD EMPLOYMENT PROGRAM, the first international effort to make employment objectives an integral part of national and international policies for development, "will make productive employment for large numbers of people a major goal." This from David Morse, Director-General of the International Labour Organization, in his report to the 53rd Conference, which formed the basis for the opening discussion of the conference held on the 50th anniversary of the ILO.

"The seriousness of the economic, social and political problems of the developing countries is due very largely to the fact that they have been unable to put to productive use the resources that they have in greatest abundance and that are increasing most rapidly—their human resources, their working population," Mr. Morse said. "Economic development has either progressed as rapidly as was hoped, nor has it fulfilled the promises and expectations that were placed in it in terms of better living standards for the masses."

The ILO is ready to assist countries to develop plans for fuller and more productive employment, he said. It will seek the cooperation of other international agencies in the scheme, which will form part of the strategy for the Second Development Decade now being planned by the United Nations. One key element in the program will be assistance from ILO regional teams, already at work in the Americas and Asia (L. G., Feb., 83). The teams will help countries define the size and nature of their unemployment and under-employment problems, and their capacities to provide work and training facilities. The teams will then assist governments in formulating long-term plans, including targets for productive work and training for different groups of the population, such as young workers and rural workers.

Mr. Morse stressed the aptness of launching the WEP in the ILO's 50th anniversary year. "The creation of higher levels of employment is basic to the attainment of all the ILO's other goals," he said. "We can make no headway in raising incomes and standards of living for the majority of the world's working population unless we can create the conditions in which incomes can be earned and improved through more productive work." Domestic economic and social policies, as well as international trade, aid and investment will have to be planned for their effects on employment, Mr. Morse said.

The growth of the labour force in developing countries will be staggering in the next ten years, he pointed out, estimating that it would rise from 1,012 million to 1,238 million persons—an increase of 226 million—between 1970 and 1980. This is an increase of 22 per cent, but at the same time, total population in these countries is expected to grow by 25 per cent, which means that there will be proportionately more mouths to be fed by fewer breadwinners.

The success of the WEP will depend on determined and energetic action by governments.

"THIS is a situation to which the social conscience of mankind cannot remain indifferent," Mr. Morse said. "And there are two harsh facts which indicate that the conditions of the majority of the world's working population will get worse before they get better. One is the painfully slow progress toward economic development that is being achieved by the developing countries; and the second is the rapid growth of their population, which, in many of these countries, is largely cancelling out the benefits that could derive from such economic progress as has been achieved.

"It has been estimated that developing countries spend between 30 and 70 per cent of the additional resources generated be economic growth on provision for increased population, leaving little for increasing consumption or for reinvestment for further growth. Thus, the numbers of poverty-stricken people are increasing steadily and are likely to continue to increase. These facts should make it clear that the ILO's 50th anniversary must not be an occasion for self-congratulation. While the privileged few become increasingly affluent, the inequalities between the rich and the poor become more glaring, and, for countless and increasing millions of people, the outlook for the future is far from promising."

Mr. Morse emphasized that the ILO itself could do little to achieve the objectives of the WEP, unless there was determined and energetic action by others. The main responsibility for its implementation will, he said, fall on governments. "If this program is to be fully effective, all governments must commit themselves to the pursuit of policies aimed at achieving the highest possible level of productive employment . . . . It will then be necessary for governments to live up to this commitment, and for the international community as a whole to assist them to do so." Mr. Morse also stressed the role to be played in this connection by workers' and employers' organizations.

The WEP is a major offensive in the war against poverty, and it will require the efforts of all ILO members to carry it out.

IN the discussion that followed the presentation of the report of the Director-General, two Canadian delegates to the Conference participated. Gérard Rancourt, the Canadian worker delegate, paid tribute to the work and achievements of the ILO, which housed its wartime staff in Montreal. "World problems," he said, "are multiplying. The unemployed, the hungry, the homeless, the small and the weak—indeed, all the poor, whose conditions of life are rapidly deteriorating and whose number is constantly increasing—have practically no hope. They will no longer be content to wait."

The WEP is a major offensive in the war against poverty that will need support and action from many different quarters, he said. Because of the increase in the gap between industrialized and underdeveloped nations, past successes are only relative, and increased efforts will be needed to combat current problems.

"The most highly industrialized countries should devote more resources and money to assisting the developing countries," Mr. Rancourt said. "It is obvious that the help to the less fortunate countries should no longer be calculated as a percentage of Gross National Income, or according to any similar yardstick. Faced by the challenge contained in the Director-General's report, it is obvious that a more objective evaluation, more in accordance with the present situation, must be taken without delay by all member states. No one has the right to approve the WEP and then remain inactive. We must take up the challenge or reject the program."

In the discussion on the Director-General's report, J. D. Love, Canadian Deputy Minister of Labour, spoke as the head of the Canadian delegation to the Conference. He pointed out that the ILO will soon have an annual budget of $20 million, with addi-

ILO photo

The new Convention and Recommendation dealing with labour inspection in agriculture seek to provide for regular inspection of workplaces in cultivation and livestock undertakings.

tional resources of about $30 million. The ILO is no longer small organization it once was, devoted only to comparative search and standard setting, he said. "It has developed int very large organization with diverse interests and programs t touch many aspects of human activity in all parts of the wor If, in the next 50 years, the Organization is to proceed effectiv with its mission, if it is to remain in touch with the great a expanding constituency it must serve, if it is to apply its grow resources with maximum effect, it will have to concern its with the problems of co-ordination, communication and co trol that arise from such institutional 'bigness'."

It is from this point of view, Mr. Love said, that Canadi delegations in the past few years have been encouraged by growing emphasis given to problems of programming. C Canadian, George V. Haythorne, was elected as chairman the Committee on Program and Structure.

"Continued vitality is what we must strive for in the ILO a enters its second half-century," said Mr. Love. "The work do on program and structure in the past few years has made a go start."

The Second Development Decade must see significant improvements in the standards of living of the millions of poverty-stricken people of the developin world.

REPLYING to two weeks of discussion concerning the W by some of the 644 conference delegates from more than countries, Mr. Morse said he interpreted "the work of this c ference as giving me a mandate" to ensure that the employm program will be accepted "as one of the central objectives of strategy for development in the next decade."

Mr. Morse pointed out that the First Development Deca now drawing to an end, resulted in negligible social gains most of the world's population. It produced no perceptible provement for "the peasants, for the landless agricult workers, for the millions of inhabitants of the shanty towns the slum areas of the large cities of the developing world constitute the large majority of the population of the develo countries."

The Director-General said he drew two conclusions from general debate on his report dealing with the WEP: "firstly, it should consciously aim to bring about significant impr ments in the standards of living of the millions of pov stricken people in the developing world; and secondly, even with the most effective measures of population plann we must face the reality that the world's population will con to grow rapidly in the years immediately ahead. The pro should be seen as an attempt to bring about a better, humane way of organizing production and distributing its b fits throughout the world," he stressed.

Mr. Morse noted that there was general agreement that cial attention should be paid to "raising the volume of emp ment, and hence the standard of living, of workers and families in rural areas." Many speakers, he said, had stressed the need for education, training and vocat guidance of young people. Millions of young people entere labour market each year with little or no education or trai he observed. Others were educated, but could find no emp ment. And still others received an education that was irrele to the world in which they lived and worked. These facts the source of "much of the frustration, the unrest and the

content among the youth of the world that we are witnessing today."

Mr. Morse emphasized that "the ILO cannot create employment." He told his listeners that "it is your program, you requested it, and it is now for you, the governments, employers and workers of the ILO's member states, to carry it out." Governments, he warned, would have to "take a number of very difficult decisions, often including a complete reappraisal of their economic and social policies, their policies for investment, for rural development, for industrial development, for education and training, so as to orient them to the expansion of employment." Employers and trade unions would have an important role to fulfil in practical action, in mobilizing support and in creating a favourable climate of industrial relations.

Mr. Morse emphasized that developing nations looked to the advanced countries not only for financial and technical assistance, but also for partnership in trade. "They expect fair prices for their raw materials; they expect to find an outlet for their manufactured products and raw materials in the markets of all industrialized countries, both of East and of West. Unless these expectations are met, the prospects of any significant improvement in the world employment situation are remote indeed."

In his concluding remarks, Mr. Morse called for effective partnership among governments, employers and workers, developed and developing nations, the ILO and its member states and among all international organizations. "Let us make it possible for future generations to look back on this 50th anniversary conference as marking the beginning of an era—an era when the instincts of solidarity among the peoples of the world were effectively mobilized in a concerted, world-wide attack on poverty."

For the first time, a worker delegate to the conference was elected as President of the meeting.

THE International Labour Conference was formally opened June 4 by George L.-P. Weaver, government delegate of the United States, in his capacity as Chairman of the ILO Governing Body. The conference then elected its officers. Swiss labour leader Jean Mori was unanimously elected President of the 50th anniversary session. The presidency of the conference has in the past been traditionally held by a government representative. Mr. Mori is the secretary of the Swiss Federation of Trade Unions. He has taken part in the conference as a worker delegate since 1947, and for the past nine years has served as chairman of the workers group of the ILO Governing Body.

In his presidential address, Mr. Mori said his election was a tribute to the ILO's vital principle of tripartism, "which recognizes the same right of discussion and of joint decision on the part of representatives of employers and workers as well as those of governments." He expressed the hope that the conference would "arrive at practical conclusions concerning the social repercussions of underemployment, automation, industrial concentration and technological developments in a world evolving more and more rapidly. The experience of the past 50 years demonstrates unequivocally that the organs of the ILO are among the best equipped to respond to new needs."

Angel Tzankov of Bulgaria, Edwin P. Neilan of the United States and Albert Ernest Monk of Australia were unanimously elected vice-presidents of the conference. Mr. Tzankov, First Deputy Minister of Labour and Social Assistance in the Bulgarian Government, was nominated by the government group of the conference. Mr. Neilan, President and Chairman of the Board of the Bank of Delaware, was nominated by the employers group, and Mr. Monk, President of the Australian Council of Trade Unions, was nominated by the workers group.

The conference also elected a new executive to the ILO Governing Body. Hector Gros Espiell, Permanent Representative of Uruguay accredited to the international organization in Geneva, was elected Chairman of the Governing Body. Mr. Gros Espiell succeeded George Weaver of the United States for a one-year term.

Gullmar Bergenstrom, Director of the Swedish Employers' Confederation, was elected employers' Vice-Chairman. He succeeded Pierre Waline of France. Jean Mori, Secretary of the Swiss Federation of Trade Unions, and President of the Conference, was re-elected as workers' Vice-Chairman of the Governing Body.

Four Canadians were elected to leading positions connected with the ILO. Two appointments were to the Governing Body: Joseph Morris, Executive Vice-President of the Canadian Labour Congress, has been re-elected for a second three-year term as a worker member; and Keith Richan, Vice-President, Industrial Relations, Philips Electronic Industries Ltd., Toronto, has been elected as the deputy member on the Governing Body. The Body is, in effect, the ILO's executive council, and as such controls its international operations. Canada, as a major industrial nation, is a permanent member of the Governing Body.

The other two appointments are to positions with the International Labour Conference. George V. Haythorne, former Deputy Minister of Labour and now a member of the Prices and Incomes Commission, has been elected chairman of the working party of the Committee on Program and Structure. Mr. Haythorne was previously chairman of a Governing Body committee on program and structure before the matter was passed to the conference. Guy de Merlis, Canadian Labour Counsellor in Brussels, has been elected as reporter for the Committee on Youth Schemes, and chairman of that committee's working party.

The Canadian Delegation includes 36 delegates and technical advisers.

Government Delegation

HEAD of Canadian delegation and government delegate: J. D. Love, Deputy Minister, Canada Department of Labour. Government delegate: G. V. Haythorne, special adviser to the Minister of Corporate and Consumer Affairs, and Canadian government member, ILO Governing Body. Substitute government delegates: J. L. Delisle, Ambassador and permanent representative of Canada to the European office of the United Nations; J. P. Després, Assistant Deputy Minister, Canada Department of Labour; and John Mainwaring, Director, International Labour Affairs Branch, Canada Department of Labour, and substitute Canadian government member, ILO Governing Body.

Government advisers: Jacques Corbeil, Canadian Permanent Mission, Geneva; Guy de Merlis, Labour Counsellor, Canadian Embassy, Brussels; Thomas Eberlee, Deputy Minister of Labour, Ontario; Michel Fillion, ILA Branch, Canada Department of Labour; Miss Sylva M. Gelber, Director, Women's Bureau, Canada Department of Labour; W. P. Kelly, Director, Conciliation and Arbitration Branch, Canada Department of Labour; Paul Lapointe, Canadian Permanent Mission, Geneva; Réal Mireault, Assistant Deputy Minister of Labour, Quebec;

J. R. L. Parrott, Deputy Minister of Labour, Saskatchewan. Assistant Secretary: Miss R. Dodd, Canadian Embassy, Brussels.

Ministers attending the conference: Hon. Bryce Mackasey, Minister, Canada Department of Labour; Hon. Maurice Bellemare, Minister of Labour, Quebec; and Hon. W. J. Keough, Minister of Labour, Newfoundland. Members of Parliament attending the conference: Charles L. Caccia (Davenport); and Jim McNulty (St. Catharines), Parliamentary Secretary to the Minister of Labour, Canada. Provincial representatives accompanying the Canadian delegation: R. E. Anderson, Deputy Minister of Labour, Nova Scotia; Jean-Louis Lefebvre, President of the Minimum Wage Commission, Quebec; and Jean-Paul Lefebvre, Member of the National Assembly, Quebec.

Worker Delegation

Worker delegate: Gérard Rancourt, Executive Vice-President, Canadian Labour Congress. Worker advisers: A. L. Hepworth, Director, Education Department, CLC; Claude Mérineau, General Secretary, Quebec Federation of Labour; Joseph Morris, Executive Vice-President, CLC, and worker member, ILO Governing Body; Charles Smith, Vice-President, Brotherhood of Maintenance of Way Employees; and Raymond Parent, General Secretary, Confederation of National Trade Unions. (John Simonds, Director of International Affairs Department, CLC, substituted for Mr. Morris during the second half of the Conference.)

Employer Delegation

Employer delegate: F. K. Richan, Vice-President, Industrial Relations, Philips Electronics Industries Ltd. Employer advisers: G. H. Durocher, Director of Labour Relations, Canadian Construction Association; L. C. Godden, Assistant Vice-President Labour Relations, Bell Canada; Rod Martin, Director, Industrial Relations, Canadair Limited; W. H. Wightman, Manager, Industrial Relations Department, Canadian Manufacturers' Association; and R. E. Wilkes, Executive Secretary, The Railway Association of Canada.

The need for trained manpower in South Africa makes maintenance of apartheid increasingly difficult, a special ILO report finds.

A growing dependence on African labour makes it increasingly difficult to maintain apartheid in the Republic of South Africa, according to a report issued by the International Labour Office. The fifth special report of the Director-General on the application of the declaration concerning the policy of apartheid of South Africa, presented during the conference, reviewed the past five years of apartheid policy. The report found that a change of policy on the part of the Government "is not just desirable but also still possible".

"South Africa's position today . . . could never have been achieved without the efforts of its labour force, the overwhelming majority of which has always been African," said the report. "Its continued prosperity will directly depend on an increasing participation of the non-white labour force in all sectors of the economy. The labour problem pinpoints the fundamental dilemma of separate development . . . . Unable to change the pattern of growing economic interdependence between South Africa's different racial groups, the Government is reduced to explaining it away by arguing that it does not exist . . . . The system of migratory labour that has resulted from this attempt to reconcile the economic needs of South Africa with the i peratives of apartheid in fact combines the worst of bo worlds."

The chronic shortage of skilled and trained manpower making it increasingly difficult to maintain the official policy reserving skilled jobs for whites. Economic necessity will fo the Government of South Africa to adopt a "large-scale educ tion and training program for South Africa's non-white pop lation if the country's economic development is not to be pr gressively strangled by the lack of availability of enough skill manpower."

South Africa is no longer a member of the ILO. Confront with the massive condemnation by the ILO, the Government the Republic of South Africa withdrew. "In so doing it not on showed its determination to press on with apartheid at all cos but also forced the employers and workers of South Africa in isolation from the tripartite world of labour that the ILO p sonifies," the report stated. The past five years, the ILO adde have witnessed an intensification of the most objectionab aspects of these policies.

In spite of this, the report found that the whole concept apartheid is being questioned to an increasing extent with South Africa, both as a moral issue and as a matter of practi politics. Apartheid has weakened the position of the Sou African trade union movement, because it excludes the v majority of the country's labour force from the normal collect bargaining process, the ILO report said.

The conference undertook a comprehensi examination of the program and structu of the ILO during the past 25 years.

NEARLY 1,400 delegates from over 100 nations took par the conference. World spiritual and political leaders who p ticipated included Pope Paul VI, Dr. Eugene Carson Bla General Secretary of the World Council of Churches, Un Nations Secretary-General U Thant, Emperor Haile Selass of Ethiopia, President Kenneth Kaunda of Zambia, and Pr dent El Hadj Ahmadou Ahidjo of Cameroon.

During the business of the conference, the delegates proved:

- adoption of a Convention and Recommendation on lab inspection in agriculture;
- adoption of a Convention and Recommendation on s ness insurance;
- adoption of a first draft of a Convention on paid holid
- adoption of a first draft of a Convention and Recomm dation on minimum wages;
- adoption of a first draft of a Recommendation on sp youth employment and training schemes for development poses;
- examination of the reports of the Working Party on Program and Structure of the ILO; and
- adoption of the ILO's budget of $61.5 million for 1970-71 biennium, the first two-year budget in the ILO's hist Canada's share of this is more than $900,000 for each ye the two year budget.

Subsequent to presentation of a report by the ILO Direc General at the 1963 session of the conference, the Gover Body formed a working party the following year to examin program and structure of the Organization. This year, a sp conference committee examined the entire series of five rep of the working party. It was the first time the conference

undertaken such a comprehensive examination of the program and structure of the Organization since 1944, the ILO's 25th anniversary year.

The conference endorsed the division of the activities of the ILO into three major programs dealing with human resources, conditions of work and life, and the development of social institutions. While recognizing the interdependence of these programs, the conference was of the opinion that it was advisable, at the present time, to give priority to the development of human resources, not as an end in itself, but as a way of achieving real increases in income levels and standards of living. In this regard, the conference endorsed the approach to the WEP proposed in the Director-General's report. Finally, the conference approved the broad outlines of the future activity of the ILO within the framework of its three major programs.

Concerning the structure of the ILO, discussion centred around the adaptation of the Organization to the needs of a changing world. Because of the complexity of certain aspects, the conference decided to refer the questions of structure to the Governing Body, asking it to examine them further and to submit proposals to the next session of the conference.

Provisions for agricultural labour inspection and medical care and sickness benefits were adopted.

THE conference adopted a Convention and Recommendation intended to improve the conditions of agricultural workers by providing for regular inspection of their workplaces by adequately trained, independent labour inspectors. The Convention covers "undertakings and parts of undertakings engaged in cultivation, animal husbandry, including livestock production and care, forestry, horticulture, the primary processing of agricultural products by the operator of the holding or any other form of agricultural activity."

The Convention binds ratifying countries to "maintain a system of labour inspection in agriculture," which would cover undertakings in which work is performed by "employees or apprentices, however they may be remunerated and whatever the type, form or duration of their contract."

The Recommendation, which does not require ratification, includes a variety of suggestions to help countries develop efficient and responsible systems of labour inspection in agriculture.

The conference adopted a Convention and a Recommendation for the protection of workers and their families in the case of sickness. The new Medical Care and Sickness Benefits Convention revises the Sickness Insurance Conventions adopted in 1927.

One of the new concepts embodied in the Convention is a specific requirement that preventive as well as curative medical care should be included in sickness protection schemes. The Convention provides for minimum requirements in respect of persons to be protected, range of medical care to be extended, rate of cash sickness benefits, qualifying conditions, cost-sharing and equality of treatment of nationals and non-nationals. The new instrument, unlike its predecessors, is not limited to one type of scheme to provide such benefits; it takes account of all suitable methods, including various newly developed systems of social security, such as national health services. The Convention also sets out standards to be attained by developing countries for the gradual extension and improvement of their social security schemes.

The Recommendation establishes higher standards in respect of persons to be protected and benefits to be provided than those in the Convention, to be attained as further goals in the development of medical care and cash benefit schemes. For example, it contains provisions whereby a worker should be given appropriate means, either in the form of service or in cash, in cases where he is unable to work because he has to take care of a sick dependent.

Discussion on new provisions for international labour standards included holidays with pay, minimum wage fixing, and special youth employment and training schemes.

THE conference held first discussions on the revisions of the 1936 Convention on Holidays with Pay and on the 1928 Convention and Recommendation on Minimum Wage-Fixing Machinery. An international standard concerning Special Youth Employment and Training Schemes for Development Purposes was also discussed. In each case, the conference drew up draft texts that will be examined by ILO member states. At its 1970 session, the conference will have before it these texts and comments by governments with a view to adoption of international labour standards on these three matters.

Convinced that the standards set by Convention No. 52 of 1936 concerning Holidays with Pay are outdated and require re-examination, the conference prepared a draft text of an instrument that takes into consideration the extension of the right to paid annual holidays and the technical and economic progress achieved during the past 30 years.

The conference considered that the new standard should extend in principle to all employed persons, and that the length of the paid holiday should not be less than three working weeks for each year of service, persons having worked for a lesser period being entitled to a paid holiday in proportion to their length of service. The period of employment should not be considered as interrupted in cases of absence through illness or accident, or due to maternity leave or other reasons beyond the control of the person involved. The proposed instrument stipulates that persons under the age of 18 years should be entitled to a paid holiday longer than the prescribed minimum of three weeks.

The conference adopted draft texts of a proposed Convention and Recommendation concerning minimum wage-fixing machinery and related problems, with special reference to developing countries. The proposed instruments will update a Convention and a Recommendation on Wage-Fixing Machinery adopted by the ILO in 1928. The new draft Convention goes further than its predecessor in that it would require the actual fixing of minimum wages by ratifying governments. Both the draft Convention and Recommendation seek to extend coverage to more categories of workers than the previous instruments.

The new instruments would give additional guidance as to the criteria for fixing minimum wages. Social considerations, such as the needs of workers and their families and relative living standards in the country, and economic considerations such as the levels of employment, the nation's balance of payments and rate of productivity increase are among the factors to be taken into account in fixing the minimum wage.

The conference took the first step toward the eventual adoption of a Recommendation on special youth employment and training schemes for development purposes, a growing number

of which are found in the developing countries. These schemes fall mainly into two categories—the first for young people who are educationally or otherwise disadvantaged, and the second for the enrolment in the service of the community of those young persons who have educational or technical qualifications.

The conclusions covered enrolment, content of programs, conditions of service, administrative arrangements, staff selection and training, and international co-operation.

The proposed Recommendation envisages that "the essenti elements of every scheme should include the safeguarding human dignity, the development of the personality and of sense of individual and social responsibility, and the improv ment of the educational and vocational qualifications and t work experience of the participants."

ILO

Because agriculture must provide for a high percentage of empl ment in developing countries, many ILO technical co-opera programs are designed to promote rural development. These train are working at the ILO-supported Agricultural Training Centr Guerina, Senegal.

The New Policy For Canada's Indians

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THE FEDERAL Government has issued a policy statement on ndians that could lead to revolutionary changes for the native eoples of Canada. In outlining the policy on June 25 in the ouse of Commons, Hon. Jean Chrétien, Minister of Indian ffairs and Northern Development, said that a review of Indian olicy has shown that "this is the right time to change long-anding policies. The Indian people have shown their deter-lination that present conditions shall not persist."

Mr. Chrétien said that there had developed between the deral Government and the Indians a trustee relationship that described as being "of a highly paternalistic nature. The dian people should have the right to manage their own affairs the same extent that their fellow Canadians manage theirs." his, he said, is the central fact about today's conditions that ust be changed.

The new policy is founded on the belief that Canada should free from discrimination. People should not be kept apart by ificial barriers, Mr. Chrétien said. "The Government believes t the framework within which individual Indians and bands uld achieve full participation requires that:

- the legislative and constitutional bases of discrimination be moved;
- there must be positive recognition by everyone of the que contribution of Indian culture to Canadian life;
- services must come through the same channels and from same government agencies for all Canadians;
- those who are furthest behind must be helped to catch up;
- lawful obligations must be recognized; and that
- control of Indian lands be transferred to the Indian people."

Mr. Chrétien then went on to outline the four major steps the Government is prepared to take in creating this frame-wk. The first would be the repeal of the Indian Act. The second would be the enacting of legislation that would enable Canada's Indians to control their lands and acquire title to them. The third would be a proposal by the federal Government that the provinces assume the same responsibilities for Indians that they take for other citizens. This last step would be accompanied by a transfer to the provinces of funds normally spent on Indian programs by the federal Government.

Over the next five years, the federal Government will make $50 million available for the economic development of Indian communities and their residents. This would be followed by the winding up of the Indian Affairs Branch of Mr. Chrétien's department—a process that he estimated would take about five years. The Government, he said, will soon appoint a commission and a commissioner to consult with the Indians to study and recommend acceptable procedures for the adjudication of claims. Mr. Chrétien is setting up also a unit of personnel that will have no duties other than to consult with Indians, the provinces and other federal departments about the means and speed of implementation of the new policy.

Replying to criticism of the new policy, the Minister said in the House of Commons on July 11 that the Government is offering this statement "as a view, a proposal—something upon which the consultation will now take place. The Government considered that it had the duty to put forward proposals for public debate by the Indian people and by all the people of Canada."

Answering questions about Indian lands, Mr. Chrétien said, "What we seek to do is to eventually transfer the lands of which the Indians now have *de facto* possession. What has been suggested is not the distribution of land to individuals, but the transfer in law to the bands of Indian lands, now controlled by them, subject to the legal requirement of the minister's consent."

Putting a Lid On the Wage-Price Spira

By W. Elliott Wilson

Labour and management are Siamese twins, and neither can live without the other. They should be partners in production, rather than competitors for the profits of an enterprise.

The hurrier I go, the behinder I get.

NOWHERE IS this pithy Pennsylvania plaint more valid than in the 1969 era of an inflationary wage-price spiral with looming spectres of mounting unemployment. And what is needed to reverse the spiral, to bring about a steady increase in employment matching our rising employable population? There has to be an increase in the production and distribution facilities for goods and services; there has to be a decrease in the outlays of municipal, provincial and national governments for welfare and unemployment benefits; and there has to be a restoration of dignity and self-sufficiency to those on low, fixed incomes, particularly our senior citizens who have no expectation whatever of re-entering the labour market.

A program that can face up to and solve these problems will necessarily be a joint industry-labour effort and, as a bonus, such a program would bring order into the current major area of industry-labour conflict. Caleb Young Rice has put the matter thus:

Is there no voice in the world to come crying,
"New dreams for old, New for Old?"
Many have long in my heart been lying
Faded, weary and cold.
All of them all, I would give for a new one
(Is there no seeker of dreams that were?)
God, in Thy mercy grant me a true one,
Grant me a new dream, New for Old.

In any analysis of the wage-price structure, one necessarily identifies the cycle by which primary materials won from field, forest, earth, sea or sky are refined, moved through processing phases, manufactured, and then transported to the retailer and distributed to the consumer. The prime material in its natural location costs little or nothing—the mineral in the earth, the earth in the field, the tree in the forest, the fish or mineral in the ocean, the air around us; none of these has any initial cost any proportion. It is the winning of the raw materials, th shaping to produce goods for human use, the sequential steps transportation, processing and distribution, that build up to t final cost to the eventual user or consumer.

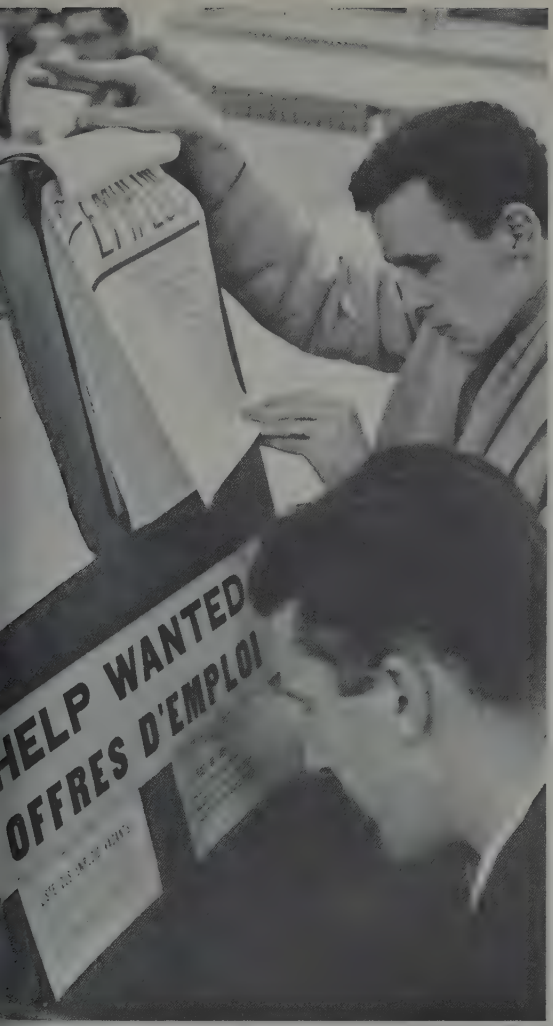
At each stage, a workforce is involved, and the wages of t workforce have, in two major ways, an impact on the cost to t next stage of the partly manufactured or partly distribut goods:

- the actual wages and other costs are a direct charge; a
- characteristically, the operator of each stage calculates margin or reward — his markup — as a percentage of his to costs at point of handing over to the next stage.

But we should not be misled by the proposition that hig wages are the cause of higher prices. It is partly true, but o partly; and half-truths are usually more misleading than dow right lies. It is significant that, over many years, the percenta wage-and-salary content of the Gross National Product has materially altered, despite the gyrations of what is called wage-price spiral. But the wage content cannot go scot-f from responsibility, because one of the most essential requi ments for a progressive and stable economy is that efficient p duction and distribution of faultfree goods must keep pace w wage increases. And before the impact of improved product can be gauged, one must identify the extent to which the i provement is to be credited to labour, in return for wages, o to be credited to improved machinery and equipment, provi by investment of capital and subject to obsolescence, or to r or improved techniques and processes devised by invent minds.

What, actually, has been accomplished by the efforts organized labour to secure for the workforce a greater share the product of industry and commerce? In fairness, the bene that have been secured have gone also, by indirection, to un ganized labour. It is those who drop out of the labour force reason of age that suffer most, for they are left behind in ter of income. Undoubtedly, there have been most substantial provements in hours and conditions of work, including va tions, fringe benefits of many kinds, and pensions. The day- day living standards—and spending standards—of the wo people of 1969 are miles higher than those of the working far at the turn of the century. To the extent that organized lab has confused *more dollars* with *more purchasing power*, howe the record is nothing short of dismal; and it is obvious th continuation of the wage-price spiral will bring disaster, n solution of the problem. The oft-repeated statement that cost of living is going up, begs the real question and obsc the real problem. What has happened is that the purcha power of the dollar is dwindling—and is dwindling at an ala ingly accelerating rate.

There is an apt, if apocryphal, story of the farmer who wis to buy a 1969 car from a long-time friend of his who had bee



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...h a steadily increasing demand for goods and services, there will ...more room for those wanting work. Young people will be able to ...k forward to immediate productive and remunerative work, instead ...ooking for non-existent jobs.

W. Elliott Wilson

W. Elliott Wilson is at present Chair-man of the Manitoba Workmen's Compensation Board. He was Manitoba's deputy minister of labour from 1947 to 1962, and chairman of the Manitoba Labour Board from 947 to 1961. In 1960, he was resident of the International Association of Governmental Labour officials. Before entering government service in 1942, Mr. Wilson was a lawyer, specializing in patent law.

the car business since the days of the Model T Ford. The car-dealer friend warned the farmer that prices were up and that he would have to pay a lot more than for his last car. The farmer asked: "How much?" and the 1969 price was quoted. Whereupon the farmer said: "Well, it looks as if I'll have to sell 40 hogs to buy my new car—and I bought my first Model T for 40 hogs." Whether the medium is the message, as the McLuhan jargon puts it, or whether this is merely an irritating exercise in semantics, our confusion results from a failure to recognize that money is merely a medium of exchange. If the worker has to work for an hour to get enough dollars to buy something that has doubled in cost during the past 15 years, he is no further ahead if he doesn't get, for that hours work, twice as many dollars as he was paid for an hours work 15 years ago.

Demands have been made on governments to curb inflation by imposing wage restraints. Organized labour naturally asks why it is always identified as the principal culprit in the problem of price increases, when the surcharges imposed by industry consistently wipe out the short-term advantages of wage increases in fringe benefit enlargements. Governments realize that, even if it were not extremely unpalatable and politically suicidal, the imposition of wage restraints will not be equitably applied, or effectively enforced, without price controls. Industry claims that price controls will kill initiative, discourage expansion and investment, and precipitate unemployment.

In the days of wartime price-and-wage control, one of the major "leaks" developed when—to avoid the impact of strict controls on standard materials already in use—new fabrics and new materials that had to be priced on an ingredient-and-process basis were devised. Manufacturers had to meet government investigations; but government inspectors were at a hopeless disadvantage in such circumstances. Concurrently, in handling applications for wage adjustments, the War Labour Boards were faced with an endless succession of situations in which essential war industries could not secure needed workers of specified skills at the wage level then current in the war industry; and the concept of limiting wage adjustments to the levels generally prevailing was often "interpreted" in a really generous way.

The characteristics of the period succeeding wartime wage and price control have been that:

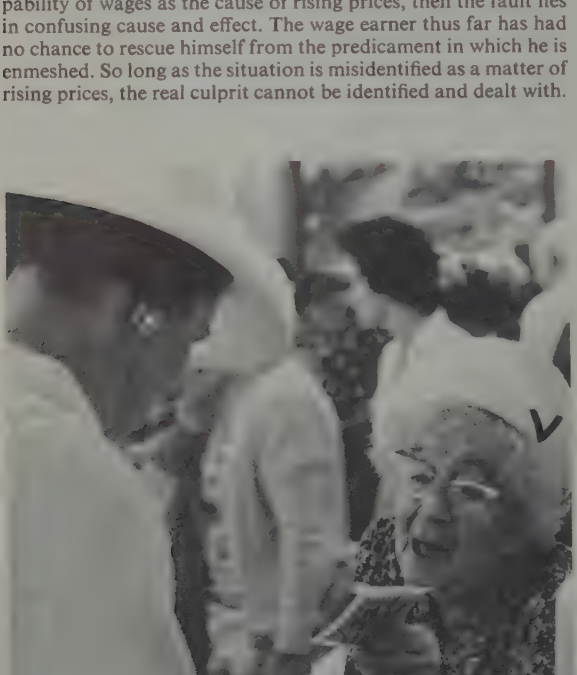
- a segment of the workforce negotiates a wage increase, ordinarily accompanied by higher fringe benefits that inevitably involve an actual additional cost factor;
- other employers will match this, because they are anxious not to lose experienced staff, or because they believe that, in their own negotiations, they will not be able to avoid granting equivalent increases; thereupon,
- the whole cost of the wage increase and fringe benefit improvement—along with a prudent margin or "cushion"— is recouped by a price adjustment, starting at the particular stage in the production-distribution cycle at which the wage increase originated; and
- the spiral goes into operation at each subsequent stage of the cycle, with the markup progressively higher from stage to stage.

When the wage increase is secured by workers in primary industry, the additional cost to the eventual consumer, pyramiding at each stage, means that the consumer pays several times the original cost. Workers who purchase these goods or services, and who may be employed in operations involved in any one of the successive stages in the cycle, find themselves similarly faced with lower purchasing power; and they, in turn, seek to defend themselves by securing their own wage adjustments. Inevitably, such adjustments become elements in the cost, in respect of which the employers seek to reimburse themselves by price change. Thus another rivulet of added price joins the

stream that started at the primary stage; and the rivulet itself undergoes the widening process as it proceeds toward the final consumer price.

As a horrible, but valid, example, take a workman in a primary industry, who secures a 20-cent-an-hour wage increase on a previous wage of $3 an hour. To absorb this, the primary industry will determine that, to be on the safe side, it must include rather more than the 20 cents in its costs, so this will probably be a 25-cent adjustment. When the industry's markup is applied to the increased basic costs, the selling price to the processor will be 35 cents higher a unit. At each subsequent stage in the movement from primary product to finished goods sold to the customer, there is a well established characteristic percentage markup. And if the workers at each stage are successful in protecting themselves against the price increases that face them and their families, the markup will at each stage be further affected by an appropriate addition to the costs on which the markup is applied. By the time the spiral reaches the eventual consumer, the effect will be a 50-cent or higher impost attributable to the 20 cents original wage rise, and we still have not carried in the extra burden of wage adjustments for the other workers along the way.

If the foregoing has been considered to be proof of the culpability of wages as the cause of rising prices, then the fault lies in confusing cause and effect. The wage earner thus far has had no chance to rescue himself from the predicament in which he is enmeshed. So long as the situation is misidentified as a matter of rising prices, the real culprit cannot be identified and dealt with.



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There has to be a restoration of dignity and self-sufficiency to those on low, fixed incomes, particularly our senior citizens, who have no expectation whatever of re-entering the labour market.

The responsibilities lie with the popular misconception t money is something with an intrinsic substance, instead of bei merely a medium of exchange whereby those who labour in c industry or business or profession can secure the goods a services they need from workers or professionals in other fie of endeavour.

Nothing by way of discovery of new principles is involved my proposal, but rather the identification of a number of w recognized principles and facts, and the marshalling of these i particular sequence to secure a desired result. The proposal d fers essentially from the legend of King Canute and the inco ing tide. The royal courtiers predicated their advice to th monarch on the assumption that the King's powers transcend natural laws. No doubt they paid with their heads for th temerity in getting the King's feet wet. The proposal set below contemplates no more than the assertion and maintena of control by man over a situation that is the result of his o actions and inactions.

Nor would I claim that the concept is completely worked o It has been developed to the point where there whould be c sultation and critical examination, leading to the precise det ing of the total program, noting relevant criteria, and mak appropriate modifications and adjustments, particularly as the timing and proportion of each successive step. Despite incompleteness, however, there is a workable solution that p the matter where it belongs—in labour-management co-op tion (utilizing the tools of collective bargaining) at the natio level, free from all the hobgoblins and gremlins involved governmental attempts at the imposition of controls.

A stern challenge to the courage and intelligence of lab leaders and industrial associations and spokesmen is involve this proposal, but there are no grounds for querying whe either intelligence or courage is available. Both have t shown time and again; and there is proof that thinking is deeper and more comprehensive basis than ever before. search is being sponsored by labour and management, research is the evidence of concern and thought.

The proposed program is calculated to benefit both wor and people on low, fixed income. This would help remove criticism that organized labour is interested only in its se ends, and that it wrongly sloughs off the problem of the se citizens by saying, "They are the concern of the Governme Where those on low, fixed incomes are helped, there will double benefit in respect of welfare and relief costs, for t persons will not only be able to buy and consume more go but will also have their dignity restored through the knowl that they are paying their own way. The consequent reduc in relief costs at all stages of government will improve the t tion situation and, where the savings are not reflected in a d reduction of taxes, at least the money can be put to better p use than in meeting relief rolls. And finally, industry and la will not be spending so much time—or generating so much at the expense of light—in industrial relations hassles cause so many work interruptions.

The one result that could be unpalatable to governme that they could no longer borrow valuable dollars from the lic and repay them later with much-less-valuable dollars, borrowed from the same public to whom it has been the tice to pay interest with money first taken from them in t But if the government is of the people, by the people and fo people (a concept that is not, I trust, the sole property o United States of America), then one might ask if this is a torious objection or one that would cause much sorrow i ordinary citizen.

What, then, is the proposal for which these qualitie claimed? In its simplest form labour, as a national entity sents to management, as a national entity, the challenge t

etail prices on all goods and services are *reduced* by a stated percentage, labour will make no wage or benefit demands for that year. In each subsequent year for a predetermined or indeterminate number of years, if retail prices are further reduced by a stated percentage, labour will extend for each such year its pledge to make no demands for wage or fringe benefits. In his turn, the retailer would be entitled to have his purchasing price reduced by the same percentage, and the provider of incidental services such as transportation, being faced with no wage increase, but benefiting by a price decrease for his equipment (trucks and gasoline, for example) would be able to meet the requirement that he reduce his charges by the same percentage, yet be no worse off.

Eventually, the primary producer would be faced with no higher wage costs, a slightly lower cost for machinery, fuel (electricity, gas and oil) and for other paraphernalia of production year by year, and would be able, without loss, to adjust his selling cost in a proportionate way. Increased demand for goods and services from a more generally affluent society would, indeed, improve his cost-sales ration. Undoubtedly, the most important feature of the concept is that the eventual consumers, be they workers or employers or persons on fixed, low incomes, would be able to purchase more goods and services out of their dollar resources, because these dollars would buy more.

With an ever-growing market for goods and services, the spectre of growing unemployment would be laid, and the number of families on welfare would dwindle (with a corresponding improvement in the tone of our communities) by the restoration of dignity to many despondent families now merely existing. The lowering of per capita welfare costs would further benefit the municipal, the provincial and the national economy. That a terrific amount of study, consultation and work is involved in putting such a concept into workable form is to be expected, but the results would warrant it and, in the operation of the exercise, there would be bona fide co-operation between labour and management—the best product of all.

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If there is an increase in the production and distribution facilities, the number of families on welfare would dwindle with a corresponding improvement in the tone of our communities by the restoration of dignity to many despondent families now merely existing.

Intrinsically and inextricably, labour and management are Siamese twins, and neither can live without the other. If one neglects or starves the other, he himself suffers, and if he murders the other, he automatically commits suicide. Joint labour-management committees, in various guises and under differing names, have been hailed in many parts of the North American continent as having in them the germ of a new concept of labour and management as "partners in production," rather than as competitors for the profits of an enterprise. There is a basic validity in the idea, for it recognizes the Siamese twins concept, which is an inescapable fact of industrial and commercial life.

Under the proposal, the monitoring of the scheme would be in the hands of supervising committees appointed by the parties —essentially national committees with appropriate territorial subcommittees similarly constituted. There will be claims that such a system will catch various groups of workers and certain employers in an unfair comparative position; but, for adjustments, one would have recourse to the type of bipartisan provincial or national boards corresponding to the wartime control boards, and armed with authority to:

- allow wage adjustments for specific classifications of employees of an employer, or for the whole workforce of an employer, if the wages paid by that employer are lower than the generally prevailing rates for that locality or comparable localities, for the classifications or plant unit involved (application being available to either employer or affected employees);
- allow working condition adjustments on a similar formula;
- allow price adjustments on a corresponding formula;
- approve equitable maximum prices for new products.

One must not overlook labour's claim to title to annual upward wage adjustments as labour's share of the increase in the Gross National Product, because of the substantial contribution of the workforce to the increase. Nor can one ignore industry's counterargument that this increase is substantially due to plant and operational refinements, massive capital investment, or reinvestment by the ploughing back of profits into the operation. Without assuming to weigh and adjudicate in these conflicts, I submit that the formula can work equitably, and as neither management nor labour would be asking for more money, the problem could reasonably be shelved until such time as the scheme has reached maturity in action, the formula requiring only those periodic adjustments that will inevitably be found necessary.

One of the principal potential values of the proposal is that, with the steady increase in demand for goods and services, based upon a larger purchasing public, there will be accommodation in the workforce for the thousands of young people who are, year by year, applying for employment. They will be able to look forward to immediate productive and remunerative work, instead of traipsing around looking for non-existent jobs.

There is, of course, a third essential element to be considered if this proposed project is to be undertaken:—the consumer, for whom neither management nor labour can assume to speak. In the past, the consumer has, to an appalling extent, been the innocent bystander in strife between labour and management. Most of all, it is the consumer, be he an industrial employer or a workman, who, with his family, bears the brunt of the temporizing palliatives of higher dollar wages and lower purchasing power.

There are organizations that do claim to be the voice of the consumer, and it may well be that they are as entitled to make the claim as an employer organization is entitled to speak for all employers in an industry, region or nation. They may be as well qualified as the union that claims to speak for all the workers in an industry, a region or a nation, where the workforce is many times the member strength of organized labour. That what such a union says would be supported by non-union labour could be almost assured. Certainly it is qu conceivable that, if either industry or labour were to say "Th cannot be done" or "That cannot be done," the consume voice would ask, "Why not?" and, after hearing the explan tion, go on to say, "It *must* be done." Because of the day-to-d importance of these matters to him, the consumer would be essential participant in discussions and scrutinies of the keen type.

For anyone to undertake to lay down the development pl for such a project, and for a government to tell industry a labour to conform is an obvious presumption. The foregoi outline cannot go beyond the general proposition and so obviously necessary indications of major features. It would for labour, management and the consumer to examine the wh proposal in most thorough consultation and analysis, and bri forward a positive program, adequately phased for progress adoption.

The outline is admittedly oversimplified, but I confiden submit that there are no fatal fallacies or fanciful assumptio in the basic concept. On this bare skeleton, labour, mana ment and the consumer must put flesh, a circulatory system, a the breath of life. The contribution of governments and of search foundations would be to provide facilities, data, resear and development projections with cross-checks.

The study will necessarily be monumental and long-c tinued, for it has to be of national scope if it is to have chance of success. Inflation is a national problem, fast show up as a national calamity, and with the free flow of goo services and labour across a nation, regional solutions or exp ments are foredoomed to failure. But if the nations of North American continent can, as they have done, succeed degrading the purchasing power of the dollar from 100 c to less than 50 cents in the last 20 years without even try there is nothing whatever to prevent the same nations fr restoring the purchasing power of that dollar by a sizable centage annually for several years, producing a stability in national economy that has been sadly lacking during the p war period, when our consumer purchasing power has b inexorably slipping away, while we have wrung our hand complete futility.

In those dark days when Britain stood alone against might of Hitler's Germany, and when Churchill prom nothing but blood, sweat and tears, one of the great Bri leader's favourite quotations, a poem by Arthur Hugh Clo was:

Say not the struggle naught availeth,
The labour and the wounds are vain,
The enemy faints not, nor faileth,
And as things have been, things remain.

If hopes were dupes, fears may be liars;
It may be, in yon smoke concealed,
Your comrades chase e'en now the fliers,
And, but for you, possess the field.

For while the tired waves, vainly breaking,
Seem here no painful inch to gain,
Far back through creeks and inlets making
Comes silent, flooding in, the main.

And not by eastern windows only,
When daylight comes, comes in the light,
In front the sun climbs slow, how slowly,
But westward, look, the land is bright.

The task is not impossible: it is a matter of persistency steadfastness. It will make terrific demands on courage tenacity—but what is the alternative? An accelerating de into complete economic chaos.

CLC Reaction To the Woods Report

THE Canadian Labour Congress has endorsed several of the principles enunciated by the Prime Minister's Task Force on Labour Relations (L. G., May, p. 269) embracing the idea of free collective bargaining. But it has voiced strong criticism of a number of its specific proposals. The views of the Congress were laid out in a memorandum submitted in June to Labour Minister Bryce Mackasey, in which the CLC gave fuller consideration to the proposals and recommendations contained in the task force report (see CLC's initial reaction: L. G., June, p. 319). The submission had been reviewed by a number of union representatives and members of the executive council of the CLC and was presented to the Minister by CLC President Donald MacDonald.

The Congress approved of the position taken by the task force regarding the right to bargain, the role of strikes, the need for more honest recognition of trade unions, strengthening of collective bargaining practices, opposition to compulsory arbitration, and the lack of any real evidence that wage increases have been responsible for inflation. The Congress shared the views contained in the task force report showing the complex causes of inflation as against the simplistic approach that would place the burden entirely on wage increases. The CLC agreed with the proposition that, in the trade-off between full employment and inflation, the preference should be given to full employment, even at the risk of price increases.

The 1,650,000-member body, however, opposed a considerable number of the recommendations, that it described as "highly impractical, and in some cases the remedy suggested might well prove worse than the ailment . . . . When all is said and done," the CLC summarized, "the task force, however sophisticated their knowledge and approach, reflect the typical middle-class attitude to trade unions, what they stand for and how they operate. The report is bound to give credence to widely held opinions that trade unions are monolithic despotisms and that their members need to be protected from their own institutions. We find it hard to accept these inferences with good grace."

The CLC strongly opposed the degree of government intervention suggested in internal union affairs. "This policy is a strange contradiction of the opinion expressed in the report that government participation should be kept to a minimum. We also sense in a number of places in the report an overly protective concern for employers," the brief said. While supporting the espousal of free collective bargaining, the labour body saw a number of recommendations that would "severely limit that freedom and substitute in its place a morass of regulation."

The CLC said it was in agreement with the rejection of compulsory arbitration as a means of settling disputes; but it parted company over the proposal that an exception should be made in disputes affecting the public interest. "There is an altogether too narrow line dividing the exercise of civil rights—in this instance the right to strike—and the imposition of sanctions ostensibly to protect the public interest. It has been observed that in many cases what appeared at first blush to be a menace to the public interest was rather less than that, and in fact need not have been treated with such a crisis approach."

The CLC opposed the creation of a Public Interest Disputes Commission, which would act to end certain disputes, on the grounds that there is no need for such a tribunal. It criticized the lack of labour and management representatives to serve on the body as recommended in the task force report. The Congress recognized the need for consideration of new and improved methods of settling disputes, and it favoured tripartite consultation involving government, management and labour.

Dealing with strike situations in general, the CLC said recognition of the right to strike inevitably required consideration of the right to picket. While in no way endorsing violence on picket lines, the memorandum described picketing as a civil right that should command the same respect and freedom picketing obtains in other circumstances. "It has become a common phenomenon for those who wish to express a dissent or a condemnation or a wish to bring pressure on governments to engage in some form of picketing," the brief said. "Such picketing may consist of a relatively few individuals or quite considerable numbers. They may picket on the pavements outside buildings such as embassies, or on public property such as the parliamentary grounds. Picketing has been taken to be an expression of freedom of speech."

One of the points on which the CLC voiced strongest criticism of the task force report was the proposal for changes in the structure of the Canada Labour Relations Board. The Congress fears it would become "in effect a labour court with the consequential rigidities in its regulation and administration of the relevant legislation." The CLC objected to the suggestion that a government-appointed board would have a free hand in determining the size and nature of bargaining units. The task force had also expressed a preference for larger bargaining units of the industrial type. The CLC pointed out that craft unions had a long and honourable history in Canada and could not be lightly shunted aside. Bargaining units should be allowed to develop on the basis of the wishes and experience of the parties concerned, the brief stated.

The labour body said that the task force was inconsistent in expressing a desire to avoid government interference and, at the same time, proposing new intervention in internal union affairs. The task force had found that abuse of union power was virtually non-existent, and in these circumstances there was no justification for interference. In comparing the conduct of the internal business of unions and corporations, the brief said, "There are few if any large institutions in Canada that conduct their activities so much in full view of the public as organized labour." The CLC pointed to the publicity given in many quarters to union elections and conventions. "Yet it is the trade union that is singled out and for the control of which clamour is heard. It is our view that the demand for legislative control is less a reflection of need for correction than of the bias that exists against trade unions generally." The net effect of the task force proposals, the brief charged, "is to leave very little in the union constitution that would be subject to control by union members themselves." The CLC said it regarded the recommendations for ratification and strike votes as opening the way for interference with the democratic right of members to make up their own minds. The labour body was deeply concerned about the "heavy onus that the task force is anxious to impose on trade unions without any regard for countervailing accountability by employers."

The Need for Qualified Manpower

Projections based on a study of the years 1961-1970 indicate that over 90 per cent of Canadians entering the labour force will need at least elementary schooling, Manpower Minister Allan MacEachen told the Hants Industrial Management Club in Wolfville, N.S., in June. He said that this requirement will be a fact of life in Canada as early as next year.

Studies conducted by his department and other research indicate that from now on at least 40 per cent of Canadians entering the labour force will have to have finished high school; at least 16 per cent will require trade school or apprenticeship training; 10 per cent will require university graduation; and another 10 per cent should be qualified as nurses, teachers and graduates of technical and other non-academic, post-secondary institutions.

The most conspicuous aspect of studies made by his department, Mr. MacEachen said, is the heavy demand for persons with technical and scientific training; for example, our universities should be graduating four students in the science professions for every one in the arts fields. A comparison with the current output of technical institutes indicates a shortage of facilities for training students in technical and science-oriented courses.

In terms of job opportunities, Mr. MacEachen said, the most dramatic changes indicated by the surveys would be the increase of professional and clerical workers, the rapid growth of industries using service occupations, and the increased use of managers in nearly all industry divisions.

There would be a decline in the use of labourers in secondary industries, he said, and reduced employment chances in primary industries. Jobs in construction and public utilities are expected to grow more rapidly than total employment, he said, and, in manufacturing, transportation and communication, at a somewhat slower pace. There would be a rapid growth in jobs in service industries, government, finance and business, and a decline in opportunities in agriculture and forestry.

Mr. MacEachen said studies indicate that there has been a significant rise in the general education requirements for jobs. Demands for those with only elementary education was not keeping pace with labour force growth, and their proportion of employment was declining sharply, he said. But those with high school education could expect job opportunities to grow at a rate about equal to labour force growth. Employment opportunities requiring higher education were increasing at about the same pace as jobs for those with only elementary education were declining.

"This is what we think we'll need over the next decade in terms of jobs," Mr. MacEachen said: "more professional people, more technicians and skilled workers, fewer labourers and semi-skilled persons." Canadians, he pointed out, are becoming aware of the need for increased learning, and more and more emphasis is being placed where it belongs—on technical and vocational training and retraining, and on upgrading labour force skills.

A key factor in efforts to improve the educational standards of Canada's labour force, he said, was the federal Government's Occupational Training for Adults Program, administered by the Department of Manpower and Immigration. Mr. MacEachen noted that "The OTA program is having a good measure of success. In its first year of operation, about 294,000 persons took full or part-time OTA training. Last year, the Department provided training for some 300,000 adults at a total cost of over $200 million. This year, we expect that about 325,000 will take training under OTA, at a cost of $250 million. Here in the Atlantic Region, $33,700,000 will be spent on OTA this year, with we over one-third of that figure—about $13 million—set aside for payment of livi allowances."

The Ontario Scen

The fastest-growing job groups Ontario over the next two decades will in the fields of education, research a design, and health, according to a repo issued by the Ontario Department Treasury and Economics. The stud titled, "*Trends in Job Families and Educ tional Achievement of the Ontario Labo Force*," indicates also that personnel in t clerical field will replace non-specializ tool workers as the largest labour group the province by 1991.

The projections on manpower requi ments are designed to help the Governme and other institutions establish long-r policies in education and training p grams. The province's total labour force expected to expand to 4,240,000 by 19 an increase of 84 per cent over the 19 census figure of 2,300,000.

Seven of the 18 job families, howev will more than double over the peri according to the study. In order of gro rate, showing 1961 and 1991 figures brackets, the most rapidly increas families are:

- education (61,200 to 155,000) 153 cent;
- research and design, including en neers, scientists, architects, economi and draughtsmen (44,100 to 101,200) 1 per cent;
- health—doctors, pharmacists, nur —(85,000 to 188,100) 122 per cent;
- salesmen in specialized areas such real estate, insurance, securities (59,000 129,500) 120 per cent;
- personal service class, includi

housekeepers, cooks, barbers, waiters (161,100 to 351,500) 118 per cent;

• inspection personnel, foremen, graders (83,300 to 117,200) 113 per cent; and

• clerical, including accountants, stenographers, typists, telephone operators, postmen (370,800 to 752,400) 103 per cent.

Other job families expected to require above-average growth rates are administration and organization including, managers, lawyers and computer programmers; and vehicle operators, and sales people in less specialized fields including retail clerks, news vendors and canvassers. The largest group in the 1961 labour force —non-specialized tool workers—will have a growth rate of only 64.9 per cent, but it will still be second in total numbers by 1991, at 664,000. Job families with less-than-average growth rate include entertainment, protection, welfare, non-specialized machine workers, specialized machine workers, specialized tool workers and farm.

The 63-page report is available from the Economic Planning Branch, Policy Planning Division, Department of Treasury and Economics, Queen's Park, Toronto.

The U.S. Scene

The number of scientists and engineers rose substantially faster than total employment in private industry in the United States in the year ended January 1967, the U.S. Department of Labor has reported. During that period, the number of scientists and engineers rose by 6 per cent to 1,013,000, compared with a 4-per-cent increase in all occupations in surveyed establishments.

These are major findings in a survey conducted by the Labor Department's Bureau of Labor Statistics in co-operation with the National Science Foundation.

The survey also revealed that:

• technician jobs rose by 9 per cent to 35,000 between 1966 and 1967, topping the growth rate of scientists and engineers for the first time since 1961;

• mathematicians are the fastest growing group of scientists, owing partly to the rapidly expanding use of computers; and

• during 1967, 31,000 mathematicians were employed in private industry—more than double the figure in 1961.

More than 70 per cent of all scientists and engineers in private industry were in manufacturing, with engineers continuing to outnumber scientists by approximately four to one. Almost half the scientists and engineers were employed in these six double groups: machinery, electrical equipment, aircraft, ordnance, instruments and motor vehicles.

Employment Review For June

Employment increased seasonally between May and June, rising by 158,000 to 8,020,000. Unemployment, at 383,000, showed little change, and the labour force, at 8,403,000, increased by 155,000.

In June fewer high school students had entered the labour market than at the same time last year. The increase in the teenage labour force accounted for all of the net growth between May and June in the labour force, 155,000. During the same period last year, the increase in the labour force for this age group was 204,000.

Compared with a year earlier, the labour force increased by 245,000, or 3.0 per cent; employment showed a gain of 257,000 or 3.3 per cent; and there were 12,000 fewer unemployed than at the same time last year.

Of the 158,000 increase in employment between May and June, 101,000 were teenagers. Employment of persons 20-24 years of age increased by 53,000.

Farm employment, which usually shows little change at this time of year, declined slightly. In non-farm employment there were gains in forestry, 27,000; trade, 25,000; manufacturing, 24,000; public administration, 23,000; and community, business and personal service, 22,000. Smaller increases were reported in the remaining industries.

The employment gain between May and June in Quebec, 76,000, was larger than in any other region. Employment rose by 42,000 in Ontario, 24,000 in British Columbia, and 19,000 in the Atlantic region. There was no change in the Prairies.

Compared with a year ago, the largest increase in employment took place in community, business and personal service, 100,000, followed by manufacturing, 41,000; trade, 37,000; transportation, communication and other utilities, 29,000; finance, insurance and real estate, 27,000; and public administration, 23,000. Farm employment declined by 11,000.

Regionally, the largest relative increase during the year took place in British Columbia, 8.7 per cent. This compares with gains of 3.5 per cent in the Prairies, 3.0 per cent in Ontario, and 2.5 per cent in Quebec. Employment in the Atlantic region showed little change.

Unemployment, at 383,000, was only 3,000 below the previous month and 12,000 lower than a year ago.

Of the total unemployed in June, 166,000, or 43 per cent, had been unemployed for less than one month, 27 per cent for one to three months, and 30 per cent for four months or more.

MILESTONES

Pulp Union President

President of the Independent Pulp and Paper Workers of Canada since 1967, Orville Braaten has died at 51. Mr. Braaten resigned in 1964 as business agent of Local 433, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, after being accused of trying to lead the local into the Canadian pulp union. The Canadian union had been formed after a dispute about American controls over local chapters. After his local members in the international union voted him out of office, Mr. Braaten took over as business agent for the Canadian union.

Wage Schedules Prepared In May

During May, the Department of Labour prepared 384 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 204 contracts in these categories were awarded. In addition, 290 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Indian Affairs and Northern Development	1	$119,142.00
Post Office	6	101,778.08
R.C.M.P.	2	79,728.00
Supply and Services	80	388,853.00

During May, the sum of $5,185.94 was collected from 9 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 70 workers concerned.

Bargaining in the Ontario Government Service

PUBLIC servants should not have the right to go on strike with the sole objective of compelling a duly elected government to meet their demands, no matter how meritorious they may be. So says Judge Walter Little, of the County Court of Parry Sound, in a report released in May entitled *Collective Bargaining in the Ontario Government Service*. He was appointed two years ago as special adviser by the Ontario Government to investigate the subject. To permit such strike action in law, Judge Little says, "is to imply that our processes of government, and the services that are provided by law for the benefit of all citizens when required, can legally be rendered ineffectual if a critical segment of public servants should engage in strike action."

Judge Little recommends that employees have the right to choose a new bargaining agent where such a change is considered desirable, and to discontinue any collective representation where the majority of the unit so wish. He makes recommendations concerning the use of automatic checkoff for union dues as a form of union security, and points out that the dues should be used only for union expenditures directly applicable to members.

Judge Little recommends that specific mention be made of what matters should not be bargainable. He suggests these might be departmental organization, complement, classification, job evaluation, the merit system and superannuation. Matters that should be subject to bargaining include mileage rates, allowable expenses for moving on transfer, commuting and weekend allowances and similar matters, which should be applied universally to all employees, whether members of a bargaining unit or not.

Judge Little considers in his report some aspects of the evolution of the bargaining process in the Ontario Government service, which, he concludes, is working in a reasonably satisfactory way. He doesn't make any substantive changes in methods and procedures, but he does suggest some modifications to streamline negotiations and grievance procedures. Collective bargaining should not take place oftener than every two years, he thinks; and the period of notice to bargain in advance of the termination of an existing collective agreement should be increased to four months. Disputes between the Ontario Government and its 51,000 civil servants are now settled by compulsory arbitration. Judge Little recommends that the present grievance procedure be replaced by a procedur formally established under each collective agreement, wit provision for final and binding arbitration of grievance arising out of the interpretation, application or alleged violatio of the terms of the respective agreements.

David Archer, President of the Ontario Federation o Labour, commenting on Judge Little's report, called the deni of the right to strike "an affront to the dignity" of civil servant The Public Service Act of Ontario at present does not specifi ally outlaw strikes, but it provides for automatic dismissal of a employee who stays away from his job without official leav Mr. Archer applauded the recommendation to give governme employees a right to a union of their own choosing, and provide for automatic checkoff of union dues.

The 43,000 employees in the province-wide public servi unit are now represented by the Civil Service Association Ontario. Judge Little is satisfied that the present bargaini agents represent a substantial majority of the employe involved and that, therefore, there would be no ration justification for interfering with the rights of the bargaini agents. He recommends that employees at the Don Jail Toronto be merged in the province-wide bargaining un Stanley Little, President of the Canadian Union of Pub Employees, called the move to include all public servi workers as part of a 43,000-worker bargaining unit "unwor able, archaic, and made without an appreciation of the need f bargaining units that are representative of the workers i volved." The CUPE, Mr. Little announced, was preparing extensive White Paper on Judge Little's report, and w planning a demonstration to oppose the recommendatio of the report.

George T. Gemmell, President of the CSAO, welcomed t recommendation giving employees freedom to choose th bargaining agent. "If we're not doing a proper job for c members, then they shouldn't be chained to the Associatior he said. Donald Reaman, of the United Government E ployees Union, which claims a membership of 3,000 gove ment workers, was "delighted" with the recommendati Mr. Reaman, who lead the breakaway union out of t Association and affiliated it with CUPE (L.G., Jan., p. 6), s that the CSAO should be required to establish proof membership.

Counting U.S. Unemployed

EVER SINCE the U.S. Employment Act became law in 1946, labour leaders, economists, and employers have debated the significance of unemployment statistics. One recurrent opinion is that the critical question about unemployment is not whether there is any acceptable rate, but rather how the rate can be reduced until it reflects virtually unavoidable unemployment.

Some unemployment is migratory—a New Yorker who leaves his job to seek a higher-paying position in California is listed as unemployed until he is settled in his new workplace. Some is seasonal—workers in fishing, canning, and construction are counted unemployed when weather prevents their working. Some is marginal—housewives, students, and pensioners who work when they need money will be counted as unemployed. Some unemployment results from technological change, but those displaced can and do find other jobs quickly, sometimes through a government, trade union, or industry re-training program.

This article was prepared by the U.S. Information Service, which obtained its statistical data from the U.S. Labor Department Report on Employment for March 1969.

Unemployment continues but it is not substantial. It has declined steadily since 1961, when it averaged 6.7 per cent, to a current rate of 3.4 per cent. In March 1969, the 76,500,000 Americans at work represented an increase of more than 11,000,000 since 1960. During the same period, unemployment declined by about 2,000,000. The total number of unemployed in March 1969 was 2,700,000. This figure represents 1,000,000 adult men, 964,000 adult women and 734,000 teen-agers. Of the 2,700,000 unemployed, 532,000 are blacks, and it is this group that has the most serious unemployment problems. Most unemployment in the U.S. is short-term—for less than a 15-week period. The number of long-term unemployed—those out of work for 15 weeks or longer—was 455,000 in March 1969.

There are also the unemployables. Many in this group are hard-core unemployed who have never had regular jobs, or who are disabled and can no longer work. Almost all are on welfare and are counted among the unemployed.

To keep count of the unemployed, the U.S. Government makes a systematic effort to determine, each month, how many people are seeking full- or part-time work. No other country except Canada does this. Each month, the Bureau of Labor Statistics of the U.S. Department of Labor conducts a week-long household survey of the labour force of the United States. A representative sample of 52,000 households is used to estimate how many people are fully employed or partly employed and how many are unemployed. Individuals are regarded as unemployed who are seeking work during the survey week. This system records as unemployed not only the head of a family who is looking for work, but also the student who wants a summer job and the housewife or pensioner seeking part-time employment. In most other industrial nations the system for estimating unemployment is simply to tabulate those who apply for unemployment compensation and those who apply at government-operated labour exchanges for help in finding jobs. If the United States used this system, its estimated unemployment rate would be much lower.

The current rate of unemployment does not indicate that many American families are in serious need, reports the U.S. Information Service, because:

- although the unemployment rate is 3.4 per cent, the rate for married men, who are normally the heads of families is only 1.4 per cent; and
- the U.S. unemployment insurance system, which is federally supported and state-administered, helps to provide income for unemployed workers. This system covers nearly 80 per cent of all wage-earners and salaried employees. The national weekly benefit for each unemployed worker averages $45, and the duration of benefits averages 23 weeks. Unemployed workers not covered by unemployment insurance benefits are often eligible for public assistance from other governmental sources.

Certain groups, chiefly blacks, teen-agers and unskilled workers encounter more difficulty than others in finding jobs. Negro unemployment is double that of white people—3.1 per cent for white, six per cent for Negroes. Total teen-age unemployment averages about 12 per cent, and Negro teen-age unemployment averages about 25 per cent.

The higher rate of Negro unemployment reflects lower education and fewer marketable skills; less and less is it the result of job discrimination. Many of the nation's leading firms are making special efforts to hire blacks and train them for all kinds of jobs. One result of federal fair employment laws and the nation-wide campaign against discrimination is that more jobs are open to Negro professionals and skilled Negro workers than there are candidates to fill them. Because the increasingly industrialized American economy uses a decreasing proportion of unskilled workers, many insufficiently educated blacks suffer a serious disadvantage. The same applies to teen-agers who do not finish secondary school; 27 per cent of the jobless are teen-agers, and about 30 per cent of these unemployed are students seeking part-time employment.

Consumer, June 1969

The consumer price index (1961 = 100) advanced 1.1 per cent to 125.9 at the beginning of June from 124.9 at the beginning of May. It was 5.2 per cent higher than in June 1968.

The food index advanced 2.2 per cent to 127.8 from 125.1 and was 6.1 per cent above the June 1968 level of 120.5. Over half the increase was attributable to a 12 per cent increase in beef prices. Pork prices increased by 5.7 per cent and other meat items moved up 6.2 per cent. Produce items—onions, carrots, cabbage and celery —registered increases of 10 per cent or more. Lettuce prices declined by about 13 per cent. Most fresh fruits registered increases. Prices were lower for bread, eggs, and margarine and unchanged for butter and sugar.

The housing index rose 0.4 per cent to 124.7 from 124.2. Rents increased 1.1 per cent reflecting increases in a higher proportion of rental contracts that are renewed at this time of year.

The clothing index advanced 0.9 per cent to 124.9 from 123.8. Increased laundry, dry cleaning and shoe repair charges contributed to the overall advance.

The transportation index moved up 0.2 per cent to 120.6 from 120.4; health and personal care, recreation and reading, and tobacco and alcohol indexes were unchanged.

Group indexes a year ago in June were food 120.5; housing (shelter and household operation) 118.3; clothing 121.2; transportation 115.1; health and personal care 127.4; recreation and reading 119.2; tobacco and alcohol 121.3.

Wholesale, May 1969

The general wholesale index rose to 283.0 in May, 0.3 per cent higher than the April index of 282.2, and 5.3 per cent above the May 1968 index of 268.8. Six of the eight major group indexes increased and two declined.

The animal products group index moved up 3.3 per cent to 326.5 from 316.0 on higher prices for livestock, and fresh and cured meats. An increase of 1.7 per cent to 258.7 from 254.4 in the non-ferrous metal products group index reflected price increases for copper and its products and domestic zinc. The iron products group index rose 0.6 per cent to 284.0 from 282.3 on higher prices for rolling mill products, scrap iron and steel, and wire. An advance of 0.5 per cent in the non-metallic minerals products group index to 210.9 from 209.9 was attributable to higher prices for lime, petroleum products, salt and plaster. Increases of 0.2 per cent or less occurred in two major group indexes, vegetable products to 238.4 from 237.9 and textile products to 256.5 from 256.4.

The wood products group index declined 2.8 per cent to 393.6 from 405.0 on lower prices for cedar shingles, fir and spruce. The chemical products group index declined 0.2 per cent to 218.5 from 219.0.

City Consumer, June 1969

Between May and June, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.6 per cent in Halifax to 1.2 per cent in Vancouver.

Most of the increases were due to marked advances in food prices, especially for meats and fresh produce. Housing indexes were higher as a result of increased rents, and clothing indexes moved up in al cities following the removal of sales on certain items and increased prices on some new lines. Transportation components registered upward movements in most central and western cities, reflecting seasonally higher train and inter-city bus fares; slightly lower new car prices outweighed travel costs in the Maritime cities. The health and personal care, recreation and reading indexes, recorded marginal changes, except in Halifax where the price of haircuts increased by more than 12 per cent and in St. John's, where the price of cinema admissions increased by a similar amount. Tobacco and alcohol indexes were unchanged from the preceding month.

Regional consumer price index point changes between May and June were as follows: Winnipeg +1.4 to 123.6; Vancouver +1.4 to 119.9; Edmonton-Calgary +1.3 to 122.1; Toronto +1.2 to 124.5; Saskatoon-Regina +1.2 to 120.1; Montreal +1.1 to 122.5; St. John's +0.9 to 119.9; Saint John +0.8 to 120.3; Ottawa +0.8 to 123.5; Halifax +0.7 to 120.0.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 1.9 per cent to 278.3 from 283.6 in the four-week period May 30 to June 27. The animal products index declined 2.8 per cent to 372.3 from 383.0 and the fiel products index moved up 0.1 per cent t 184.3 from 184.2.

U.S. Consumer, June 1969

The United States consumer price inde (1957-59 = 100) rose 0.6 per cent to 127. in June.

The price of food, not counting restau rant meals, rose 1.7 per cent; meat, poultr and fish prices increased 4.5 per cent, wit higher prices for beef and pork.

Compared with June a year ago, price have risen 5.5 per cent, and the increas in contrast to periods when average pric show only a small rise, has been acro the board. Also since June a year ago, foo prices have risen 5.4 per cent, prices of s services, 7 per cent, non-durable commo ities other than food, 4.7 per cent, ar durable commodities, 4 per cent.

British Retail, April 1969

The British index of retail prices (Ja uary 16, 1962—100) was 131.7 at Ap 22, compared with 130.3 at March 1 and 124.8 at April 23, 1968.

The index for food items whose pric show significant seasonal variations, hom killed lamb, fresh and smoked fish, eg fresh vegetables and fresh fruit, w 152.4, and that for all other items of fo was 128.0. Increases in the average pr of tomatoes, potatoes, cabbage and fre fruit were mainly responsible for a rise about 2 per cent in the average level food prices as a whole. The index foods, the prices of which show significa seasonal variations, rose by about 10 p cent to 152.4, compared with 138.4 March. The index for the food group a whole was 132.1, compared with 12 in March.

In the housing group, there were creases in local rates in most areas England and Wales and a rise in average level of rents of unfurnish dwellings. The average level of hous costs rose by more than 1.5 per cent, a the group index figure was 146.4 compa with 144.0 in March.

Mainly as a result of increases in prices of petrol (gasoline) following increase in the rate of duty, and a rise the average level of prices of second-ha cars, the index for the transport a vehicles group as a whole rose by ab one per cent to 124.1, compared w 122.8 in March.

The International Approach to Rehabilitation

The vocational rehabilitation of handicapped citizens is a matter of concern in many countries. To investigate the problem and see what could be done to assist nations seeking to develop services in this field, the International Society for Rehabilitation of the Disabled established The World Commission on Vocational Rehabilitation at its 8th World Congress held in New York in 1960.

A report outlining the accomplishments and conclusions of this project, titled *Final Report on Activities 1961-1966*, was published last year. The study, which was supported, in part, by a research and demonstration grant from the Social and Rehabilitation Service of the United States Department of Health, Education and Welfare concluded that the effectiveness of a World Commission on Vocational Rehabilitation had been demonstrated.

Working in close collaboration with United Nations' organizations, and in particular with the International Labour Office and other national and international organizations, the WCVR conducted a professional program of international technical co-operation. The objectives of the Commission were established as follows:

- to stimulate appropriate action in all parts of the world to meet the vocational needs of disabled individuals;
- to collect information on employment of the handicapped, and to disseminate it to the general public throughout the world as part of the International Society's education and information program;
- to serve as a focal point for identifying research needs, and to advance knowledge in and application of vocational preparation and employment of the handicapped;
- to stimulate the development of sheltered employment opportunities, and to provide work training and employment for those who are not readily able to secure work; and
- to carry on such additional activities as are necessary to accomplish the objectives of the Commission.

The World Commission was concerned with the following aspects of vocational rehabilitation: employment of the handicapped; vocational guidance, counselling, training and selective placement; sheltered employment; homebound employment; rehabilitation in workmen's compensation and social insurance programs; prevention of permanent disability; and social security, safety, education and public information.

During the period, the WCVR organized a number of seminars and meetings that drew participants from 47 countries and 20 international organizations, and conceived, financed and carried out a comparative research study titled, "*An International Survey on Sheltered Employment Policies and Practices*" subsequently called "*Sheltered Employment of the Disabled—An International Survey.*" This survey produced significant findings on 2,800 workshops employing 180,000 people in 37 countries. It drew attention to the fact that sheltered employment is developing throughout the world as a significant factor in social and rehabilitation programs. In this, the WCVR developed a planned approach to research programs that can be used by other international groups, and demonstrated its capability for identifying research needs and facilitating research.

Short-term consultative services were provided by WCVR members and staff, and experience indicates that further study should be done on the role of short-term consultants. There was a high level of interest in this vocational rehabilitation exchange. In a two-year period, 38 countries received direct WCVR exchange services. It was found, however, that a majority of the nations of the world, particularly the developing nations, were not represented in this activity.

The report presents recommendations for continuing the activities of the WCVR and expanding the exchange program. It suggests a follow-up study of the Sheltered Employment Survey, and recommends that research be initiated on vocational rehabilitation counselling, or that national vocational rehabilitation services be developed. It also suggests that an appraisal of international service in vocational rehabilitation be undertaken.

The report recommends publication of the following documents: an annual international anthology and statistical yearbook on vocational rehabilitation; an international quarterly journal of vocational rehabilitation; and a triennial international handbook and directory. It also suggests that new means for providing audio-visual material on an international basis should be explored, and recommends the development of an international program of public information in support of vocational rehabilitation and employment opportunities for disabled persons.

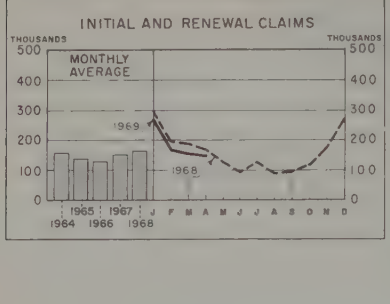
The report particularly emphasizes the need for international professional guidelines and standards in various phases of vocational rehabilitation for nations at several levels of economic and social development. The report is available from the International Society for Rehabilitation of the Disabled, 219 E. 44th St., New York, N.Y. 10017.

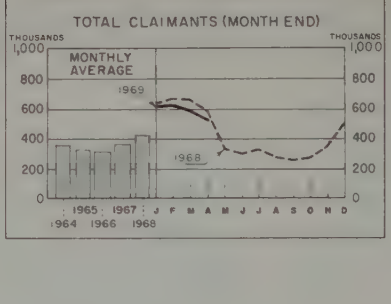
Manpower Utilization Branch
Department of Manpower and Immigration

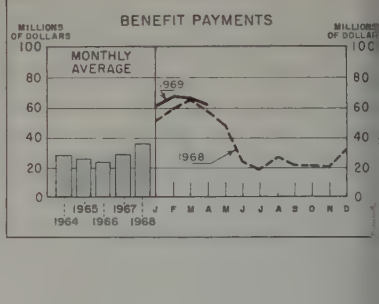
Unemployment Insurance Fund—May

During May, 34,165 investigations were finalized across Canada. Of these, 27,839 were on-premises investigations and 3,334 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 838 formal investigations and 2,154 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,956. Prosecutions were commenced in 206 cases, 205 against claimants and one against others. These do not include employer prosecutions commenced by the Revenue Branch and does not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in May totalled $48,048,251.15 compared with $44,956,367.93 in April and $33,586,229.54 in May 1968. Benefit paid in May totalled $52,886,233.53 compared with $61,951,609.87 in April and $46,278,029.06 in May 1968. The balance in the Fund on May 31 was $360,507,271.69 compared with $365,345,254.07 at the end of April and $266,165,851.96 on the last day of May a year ago.







Unemployment Insurance Report — April

Claimants for unemployment insurance benefit totalled 527,000 on April 30. This was 67,000 or 11 per cent fewer than the total of 594,000 at the end of March. The number of claimants for seasonal benefit declined by 12,000 or 7 per cent, while claimants for regular benefit decreased by 55,000 or 13 per cent. This is the result of seasonal improvement in the demand for labour as well as exhaustions of seasonal benefit.

Ninety-five per cent of the month-to-month decline was accounted for by male claimants whose numbers dropped by 64,000 or 15 per cent. The proportion of male claimants decreased from 72 to 69 per cent. Females declined by 3,000 or 2 per cent.

At the end of April, 71 per cent of the claimants had been on claim for more than 4 weeks; more than two thirds of these were males. Compared with last month, the number in this category decreased by 14 per cent—males by 19 per cent and females by 3 per cent.

A decline of 48,000 or 8 per cent from the April 30, 1968 claimant count of 575,000 was accounted for by a decrease of 51,000 claimants for regular benefit, while the number of claimants for seasonal benefit rose by 3,000.

A total of 155,000 initial and renewal claims were filed in local offices across Canada during April. This was 3,000 or 2 per cent fewer than the 158,000 filed in March and 11,000 or 6 per cent less than the 166,000 filed in April 1968.

The average weekly number of beneficiaries was estimated at 392,000 for April, 526,000 for March and 472,000 for April 1968. For the three dates, benefit payments totalled $61.9 million, $66.4 million and $56.3 million; average weekly payments were $31.56, $31.57 and $26.52.

All provinces shared in the decrease from the end of March in the count of claimants. In Quebec and Ontario the relative decreases (8 per cent) were lower than the national rate of 11 per cent. While there were fewer male claimants this month in all provinces, the number of females increased in Quebec and Ontario.

In comparison with the end of April 1968, fewer claimants were reported from all provinces except Prince Edward Island and Saskatchewan, where the number of male claimants was greater this year. In Saskatchewan and provinces east of Ontario, the number of female claimant was higher this year.

Relatively minor changes from Marc in the number of claims filed were r ported. Small increases in Newfoundlan Prince Edward Island, Alberta and Briti Columbia were offset by decreases in t other provinces.

Compared with April 1968, fewer clair were filed in most provinces. Newfoun land, Nova Scotia, Manitoba and Saska chewan registered small increases. proportionately large but numericall small change was reported in Saska chewan. In Quebec, where the bulk of t decrease occurred, renewal claims a counted for 60 per cent of the reductio

Unemployment Insurance and Manpower Section, Dominion Bureau of Statistics

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	*April 1969*	*March 1969*	*April 1968*	*Cumulative Data* *January to April 1969*	*Cumulative Data* *12 month ending April 1969*
			(in thousands)		
Insured population as at month end	—	5,478	4,859	—	—
Initial and renewal claims filed					
Total	155	158	166	750	1,83
Initial	120	124	125	589	1,37
Renewal	35	34	41	161	46
Claimants currently reporting to local offices	527	594	575	592*	41
Regular benefit	369	424	420	—	—
Seasonal benefit	158	170	155	—	—
Fishing benefit	11	20	11	—	—
Beneficiaries (weekly average)	392	526	472	489*	30
Weeks compensated	1,961	2,105	2,125	8,218	16,04
Benefit paid	$61,891	$66,441	$56,345	$256,964	$464,73
Average weekly benefit	$ 31.56	$ 31.57	$ 26.52	$ 31.27	$ 28.9

Legal Decisions

The Supreme Court of Canada has ruled that an arbitration board has no jurisdiction to proceed when the appointment of the chairman is untimely.

Legislation Branch

A majority of four to one of the Supreme Court of Canada decided on April 22, 1969 that an arbitration board had no jurisdiction to consider the merits of a grievance. The grievor's appointee to the board, whose duty it was in certain circumstances under a collective agreement to request the Minister of Labour to appoint a chairman to the board, did so only after the time limit set in the collective agreement had expired; moreover, the agreement provided that if, at any stage of the grievance procedure, the prescribed time limit was not observed, the grievance would be deemed withdrawn. The arbitration board, being out of time, was found to be improperly constituted.

The collective agreement between General Truck Drivers Union, Local 938 and Hoar Transport Company Ltd. provided for a grievance procedure terminating in binding arbitration, if necessary. After the company rejected a discharge grievance, the union indicated that it wished to proceed to arbitration. Both the union and the company named their appointees to the arbitration board within the time limits stipulated in the collective agreement. The agreement also provided, however, that the appointees were to select a chairman within 15 days of their appointment; if they failed to do so "the aggrieved party's appointee" was, within five days, to request, in writing, the Minister of Labour of Ontario to name a chairman. Although agreement was not reached on a chairman for the arbitration board, the union's appointee did not write to the Minister within the prescribed period; indeed, it was not until a month later that the union appointee discussed the matter with the company appointee. Only then did the union appointee write to the Minister. The request that a chairman be named was granted. A majority of the arbitration board held that it had jurisdiction to hear and determine the grievance. A motion by the company to quash the arbitration proceedings by way of *certiorari* and to obtain an order prohibiting further proceedings was dismissed by the Ontario High Court. A majority of the Ontario Court of Appeal reversed this decision.

The question before the Supreme Court of Canada was whether the arbitration board had jurisdiction to consider the merits of the grievance where there was clearly a failure on the part of the union appointee to comply with the time limit in the collective agreement.

Mr. Justice Judson, speaking for the majority of the Supreme Court of Canada, found that the collective agreement provided that if, at any time during the carrying out of the grievance procedure, "the grievance has not been processed by the grievor, his representatives, or agents in accordance with the time limit as prescribed, the grievance shall be deemed to have been withdrawn." It was found, too, that the union appointee had been well out of time when he wrote to the Ontario Minister of Labour requesting the appointment of a chairman. For this purpose, Mr. Justice Judson said, the union appointee was the "aggrieved party's appointee." The union appointee was the only person who could make the request on behalf of the grievor and he did so as the representative or agent of the grievor. Mr. Justice Judson found no conflict between the union appointee being the "aggrieved party's appointee" and performing a quasi-judicial function as a member of an arbitration board; the judicial function was assumed only at a later stage in the proceedings, when the board became fully constituted with a chairman.

The arbitration board, being bound by the collective agreement, was obliged to adhere to the stipulations of the agreement regarding timeliness of appointments. It could not ignore or dilute the force of these obligations nor change their purport by means of amendment or substitution. Similar opinions were recently expressed by the Supreme Court of Canada in *Union Carbide Canada Ltd. v. Weiler et al.* (L. G., April, p. 237) and *Port Arthur Shipbuilding Company v. Arthurs et al.* (L. G., March, p. 172); these decisions determined the disposition of the case at bar.

The majority of the Supreme Court of Canada decided to dismiss the case at bar, thereby upholding the decision of the majority of the Ontario Court of Appeal to grant *certiorari* and quash the ruling of the arbitration board for lack of jurisdiction. *R. v. General Truck Drivers Union, Local 938, et al. ex parte Hoar Transport Company Ltd.*, 69 CLLC, para. 14,180.

Railway Arbitration

Cases 150 to 157

Eight disputes were dealt with by the Canadian Railwa Office of Arbitration in Montreal on June 10, 1969. The arbi trator dismissed five of the grievances and allowed three.

CASE NO. 150

Dispute between the Canadian Pacific Railway Company (S.D., P.C. & News) and the United Transportation Union (T) over the assignment of a sleeping car conductor.

A Winnipeg Seniority District conductor was used as assistin conductor on a train from Winnipeg to Toronto because the were extra sleeping cars in service between those points. He r turned to Winnipeg in this same capacity. Three conducto from the Toronto district then submitted claims for hours c the grounds that the Winnipeg conductor should not have be used on the trip.

The collective agreement states that a conductor "shall b long to the district on which his run originates," but goes on say that nothing prohibits the company from using a conduct from another district in service toward his home station fro certain terminals. The company complied with these parts the agreement, the arbitrator said.

The union's contention, he said, would require that a Toron conductor be deadheaded to Winnipeg to make the trip Toronto; that he make the trip to Toronto and back to Winn peg in service; and then be deadheaded back to Toronto. "I a unable to find in the collective agreement any clear requireme that this cumbersome and expensive procedure be followed," said in dismissing the grievance.

CASE NO. 151

Dispute between the Canadian Pacific Railway Company (C.P. Transport Dept.) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by a warehouseman-driver for a highway trip.

The terminal manager at a station engaged a transport co pany to complete the haul of a trailer of ice cream. On the turn trip, the transport hauled an empty Canadian Pac transport trailer. The union contended that the compa violated the agreement as a result of the contracting out of work.

The arbitrator found that the grievor was not a mileage-ra employee; he was classified as a warehouseman-driver, but was qualified to do the work had the company assigned him do it. The agreement, the arbitrator said, "neither expressly i implicitly prohibits the company from contracting out worl Neither of the provisions of the agreement relied upon by union supported their case, he said. He dismissed the grievan

CASE NO. 152

Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees over claim for overtime work.

The brotherhood claimed that the company had violated collective agreement when it called unassigned instead of re larly assigned employees for a second overtime shift. It had be the practice of the company to call regularly assigned employ for both first and successive overtime shifts after the junior e ployees had worked 40 hours for the week, and work was quired on Saturday and Sunday. But the next month, a regularly assigned employees had been employed for the f eight-hour overtime shift, the unassigned employees who h their 40 hours were called for a second shift and worked ele hours. The practice that had been in effect was discontinued the company with notice to, but without approval by, brotherhood.

The arbitrator found that the collective agreement allowed for "overtime work as arranged locally." He said that whether these arrangements are wise or unwise, it is the case that these are existing local arrangements, and that these arrangements comply" with the agreement. "It is clear that the grievors are entitled to rely on these arrangements and, in the circumstances of this case, to claim the overtime work to which the local arrangements entitle them." He allowed the grievance.

CASE NO. 153

Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over overtime work.

The brotherhood claimed that the company had violated the collective agreement by calling an unassigned instead of a regularly assigned employee for a second overtime shift. The facts of this case are similar to those in Case No. 152, and the events took place at the same terminal. The arbitrator gave the same award, allowing the grievance.

CASE NO. 154

Dispute between Canadian National Railways and the United Transportation Union (T) over claims of a conductor and crew for payment on the basis of two separate tours of duty on one day.

An unassigned conductor and crew were called to handle a freight train. After 33.5 miles, they were told to leave the cars in their train and go back 20.5 miles to pick up two loads of perishable fruit, and then continue to their objective terminal and pick up the cars they had left.

The conductor and crew submitted claims for payment for the original tour of duty between the original terminal and their destination, plus a claim for the tour of duty for the 20.5 miles and back to the other cars. But payment was made for one continuous tour of duty, leaving a difference of 59 miles between payment and claim. The company argued that the grievance was not arbitrable, as the time limits for processing the matter were not complied with. The arbitrator agreed and dismissed the grievance.

CASE 155 AND 156

Disputes between Canadian National Railways and the United Transportation Union (T) over a claim for holiday pay and for runaround pay.

The arbitrator found that the preliminary objections in these cases and the facts on which the objections were based were identical to those in Case No. 154. In that case, the grievance was not arbitrable, as the time limits for processing the matter had not been complied with. Therefore, he dismissed the grievances.

CASE NO. 157

An ex parte dispute between the Canadian Pacific Railway Company and the United Transportation Union (T) over the interpretation and application of a clause in the collective agreement.

Seven employees of the railroad must remain overnight in Montreal and had tried to acquire suitable accommodation as set down in a memorandum of agreement. They later contended that the company was ignoring its responsibility for providing suitable sleeping quarters, and the company acknowledged that the quarters, which were in a railway station, were not suitable.

The arbitrator then said that the real issue was the nature of the award that he should make.

Finding that the company was in default of its obligation, he directed it to provide suitable quarters. He also added that, until the company complied, its employees could seek their own accommodations, and the company must pay for them.

Decisions Of the Umpire

A woman formerly employed as a part-time saleslady in a department store filed an initial application for benefit. She had been working for more than a year at a salary of $1.14 an hour. Her employment was terminated because of a change made in her hours of work that she considered unacceptable. She registered for employment as a part-time saleslady. She was ready to accept afternoon work from Monday to Saturday, although she preferred not to work on Saturday.

Five months later, the woman had not yet found employment. She said she had not worked, been sick or gone on trips since she began receiving benefits. "I am always ready to work and capable of work in my usual occupation at any time. I am not pregnant and my husband agrees to my working. I am available for work from 1 p.m. to 5 p.m., as my children must have a good meal at noontime."

At the end of the month, the local insurance officer notified the claimant that she was disqualified from receiving benefit, beginning three weeks previously. She was told that she had failed to prove that she was available for work as required in the Act, because her chances of finding a job under the conditions specified appeared very limited.

The local office telephoned the woman and told her about the administration of the Act. The only concession she could make to increase her opportunities for finding employment was to work until 6 p.m. instead of 5 p.m. each day.

The board of referees heard the case and by a majority decided to dismiss the appeal. The claimant told the board that she would work one morning or one evening a week. The board thought, however, that, although the claimant was willing to this extra time, this was not enough to increase her chances of finding a job. By this time, she had been unemployed for more than six months. The board believed that this was sufficient time to explore the labour market and to show clearly that her possibilities of finding work under the conditions she specified were very limited.

The claimant then appealed to the umpire. She stated among other things that the hours she wished to work were not a reason for suspending her benefit, because they were quite normal for a part-time employee.

At the hearing, the umpire noted that, according to the established jurisprudence, a claimant who has a work pattern for part-time employment should be given a reasonable period of time to find the same type of work. Moreover, the length of such a period is determined by taking into account all the circumstances of a particular case, such as work pattern and type of work required, as well as the possibilities of obtaining a similar occupation on the labour market. Because the claimant lived in a large centre, the umpire believed that something was surely amiss: either the claimant failed to make genuine efforts to obtain work or her requirements reduced unduly her likelihood of finding a job. In either case, because availability for work is a matter of fact, the umpire decided not to modify the majority decision of the board of referees and hence dismissed the claimant's appeal.

Certification

Before the CLRB

The Canada Labour Relations Board met for three days during June. It granted seven applications for certification, rejected one, and ordered three representation votes. During the month it received six applications for certification, two applications for revocation of certification and two requests for the review of earlier decisions. It allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. United Transportation Union on behalf of a unit of bus service personnel employed by Canadian National Railways in its Newfoundland area. The Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, the International Association of Machinists and Aerospace Workers, and Division No. 4, Railway Employees' Department, had intervened (L. G., June, p. 344).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of pilots and an observer employed by Okanagan Helicopters Ltd., Vancouver International Airport, B.C. (L. G., June, p. 345).

3. International Union of Operating Engineers, Local 115, on behalf of a unit of air engineers and shop employees employed by Canadian Helicopter Overhauls Ltd., Vancouver International Airport, B.C. (L. G., June, p. 345).

4. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Borisko Brothers Limited, Scarborough, Ont. (L. G., June, p. 345).

5. Public Service Alliance of Canada on behalf of a unit of employees of the Royal Canadian Mint, Ottawa, Ont. (L. G., July, p. 400).

6. Transport Drivers, Warehousemen and Helpers Unio Local 106, International Brotherhood of Teamsters, Chau feurs, Warehousemen and Helpers of America on behalf of unit of drivers, helpers and garage employees employed b Inter-City Transport Limited, Trois-Rivières, Que. (L. G Aug., p. 472).

7. International Union of Operating Engineers, Local 115, o behalf of a unit of equipment operators employed by Go River Construction Ltd., Whitehorse, Y.T. (L. G., Aug., 472).

Application for Certification Rejected

Brotherhood of Railway, Airline and Steamship Clerk Freight Handlers, Express and Station Employees, Old Colo Lodge 443, Canadian National Railways, Montreal, Qu respondent (garage employees, Newfoundland area), Unit Transportation Union, intervener, International Association Machinists and Aerospace Workers, intervener, and Divisi No. 4, Railway Employees' Department, intervener. The app cation was rejected for the reason that it was not supported b majority of the employees affected in a representation vote co ducted by the Board (L. G., June, p. 344).

Representation Votes Ordered

1. United Transportation Union, applicant and interven Brotherhood of Railway Carmen of the United States a Canada, applicant, and Canadian National Railways, Montre Que., respondent (garage employees, Newfoundland are Brotherhood of Railway, Airline and Steamship Cler Freight Handlers, Express and Station Employees, Old Colo Lodge 443, intervener, International Association of Machin and Aerospace Workers, intervener, and Division No. 4, R way Employees' Department, intervener (L. G., June, p. 34 The Board ordered that a representation vote of the garage e ployees be taken and directed that the names of the Uni Transportation Union and Brotherhood of Railway Carmer the United States and Canada, appear on the ballot (Return Officer: W. J. Gillies). An earlier vote of the same unit of gar employees had been taken with the names of two applic unions on the ballot, the United Transportation Union and Brotherhood of Railway, Airline and Steamship Cle Freight Handlers, Express and Station Employees. The vote resulted in rejection of the latter union's application

above), but was not decisive because the Board felt there was some question as to the timeliness of one ballot cast by mail in favour of the United Transportation Union.

2. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and W. D. Calderone, Scarborough, Ont., respondent (Returning Officer: K. Hulse) (L. G., June, p. 345).

3. *Le Syndicat général du cinéma et de la télévision (CSN) (Section Radio-Canada)*, applicant, *Les Services Ménagers Roy Ltée*, Montreal, Que., respondent, and Building Service Employees Union, Local 298, intervener (L. G., July, p. 400). The Board directed that the names of the applicant and the intervener appear on the ballot (Returning Officer: R. E. Bouchard).

Applications for Certification Received

1. General Drivers, Warehousemen & Helpers, Local Union 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Merit Transport Ltd., St. Boniface, Man. (Investigating Officer: A. E. Koppel).

2. Beverage Dispensers and Culinary Workers Union, Local 835, Hotel, Restaurant and Bartenders International Union on behalf of a unit of cookhouse and bunkhouse employees of Northern Camp Services Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

3. Tunnel and Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of employees of Dawson Construction Northern Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of employees of Dominion Bridge Company, Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

5. Tunnel and Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of personnel employed in the Yukon Territory by Pacific Diamond Drilling Co. Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

6. Tunnel and Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of personnel employed in the Yukon Territory by Rupert Drilling and Exploration Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Applications for Revocation of Certification Received

1. W. O. McCamon, *et al.*, applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent company, and Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G., Feb. 1968, p. 102).

2. Michael Barbetta and Theodore Ewanika, *et al.*, applicants, Air Canada, respondent company (crew schedulers and crew clerks), and International Association of Machinists and Aerospace Workers, respondent union (L. G. 1957, p. 174).

Requests for Review under Section 61(2)

1. International Association of Machinists and Aerospace Workers applied for amendment of the certificate issued by the Board June 23, 1958, that certified the union as bargaining agent for a unit of employees of TransAir Limited, Winnipeg, Man. (L. G. 1958, p. 880). The request involves a proposed variation in the certificate to include commissary clerks.

2. *Luc Gendreau* and *Jean Louis Boisseau* applied for amendment of the certificate issued by the Board June 6, 1953, that certified *le Syndicat National des employés de la Voix de l'Est* (CSN), as the bargaining agent of a unit of employees of *La Voix de l'Est Ltée*, Granby, Que. (Radio Station CHEF) (L. G. 1963, p. 692). The applicants requested that the classification of salesmen be deleted from the bargaining unit.

Applications for Certification Withdrawn

1. Seafarers' International Union of Canada, applicant, Jean Bouchard in trust for Canadian Vickers Limited, Lauzon, Que., respondent, Canadian Vickers Limited, intervener, Marc Carrière Limitée, intervener, and Messagerie Cotière Ltée, intervener, (L. G., May, p. 284).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Reimer Express Lines Ltd., Winnipeg, Man., respondent, (L. G., Aug., p. 472).

3. International Union of District 50, United Mine Workers of America, applicant, Valleyfield Dock & Terminal Co. Limited, Valleyfield, Que., respondent (L. G., Aug., p. 473).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation

Before the Minister of Labour

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees at Montreal) and the National Syndicate of Employees of the Port of Montreal (CNTU) (Conciliation Officer: C. E. Poirier).

2. Clarke Steamship Company Limited, Albert G. Baker Limited, Eastern Canada Stevedoring Ltd., Terminus Maritime Inc., Quebec, Que., and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 1257 (Conciliation Officer: G. R. Doucet).

3. Canadian Broadcasting Corporation and *Association des Réalisateurs de le radio* (Conciliation Officer: C. E. Poirier).

4. Millar and Brown Limited, Cranbrook, B.C., and the Office and Technical Employees' Union, Local 15 (Conciliation Officer: A. A. Franklin).

5. Terminus Maritime Inc., Quebec, Que., and *le Syndicat National des Débardeurs des quais de Baie Comeau* (*CSN*) (Conciliation Officer: S. T. Payne).

6. Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (Conciliation Officer: A. E. Koppel).

7. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (Conciliation Officer C. A. Ogden).

8. Consolidated Aviation and Fueling of Toronto Limited, Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae).

9. Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

10. *Robert Transport Limitée*, Rougemont, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne).

11. The Pembroke Electric Light Company, Limited, and International Brotherhood of Electrical Workers, Local Union No. 1905 (Conciliation Officer: H. A. Fisher).

12. Kent Driver Services Limited, Merlin, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 (Conciliation Officer: K. Hulse).

Settlements by Conciliation Officers

1. Veteran Transfer Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

2. Millar and Brown Limited, Cranbrook, B.C., and the Office and Technical Employees' Union, Local 15 (Conciliation Officer: A. A. Franklin) (See above).

3. John N. Brocklesby Transport Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local Union 419 (Conciliation Officer: K. Hulse) (L. G., Aug., p. 473).

4. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Local 3016, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 473).

5. The Goderich Elevator and Transit Company Limited and Federal Union 23736, CLC (Conciliation Officer: H. A Fisher) (L. G., July, p. 401).

6. Upper Lakes Shipping Ltd., Grain Elevator Division Goderich, Ont., and Federal Union 23736, CLC (Conciliatio Officer: H. A. Fisher) (L. G., July, p. 401).

7. Coast Ferries Limited, Vancouver, B.C., and Canadia Brotherhood of Railway, Transport and General Worke (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

8. Consolidated Aviation Fueling and Services Limite Montreal International Airport, Dorval, Que., and Lodge 230 International Association of Machinists and Aerospace Worl kers (Conciliation Officer: reassigned to S. T. Payne) (L. G April, p. 244).

Conciliation Board Appointed

Atomic Energy of Canada Limited, Chalk River, and Atom Energy Allied Council, AFL-CIO and CLC (L. G., July, 401).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established May to deal with a dispute between Canadian Pacific Air Line Limited, Vancouver International Airport, and Lodge 76 International Association of Machinists and Aerospace Wor ers (L. G., Aug., p. 473) was fully constituted in June with t appointment of Dr. Noel A. Hall of Vancouver, as Chairma Dr. Hall was appointed by the Minister in the absence of joint recommendation from the other two members of t Board, company nominee J. A. Bourne and union nominee Rankin, both of Vancouver.

2. The Board of Conciliation and Investigation established May to deal with a dispute between British Columbia Mariti Employers' Association, Vancouver, and International Lon shoremen's and Warehousemen's Union, Canadian Area (L. G Aug., p. 473) was fully constituted in June with the appointme of R. A. Gallagher, Q.C., of Winnipeg, as Chairman. Mr. G lagher was appointed by the Minister in the absence of a jo recommendation from the other two members of the Boa company nominee A. Boyd Ferris and union nominee Willi A. Stewart, both of Vancouver.

Settlement by Conciliation Board

CJCH Limited, Halifax, N.S., and Local 1318, Internatio Brotherhood of Electrical Workers (L. G., Aug., p. 474).

Conciliation Board Not Appointed

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (L. G., July, p. 401).

Strike Action

1. Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (strike began June 10) (above).

2. British Columbia Telephone Company, Vancouver, a Federation of Telephone Workers of British Columbia (Pl Traffic, and Clerical Divisions) (strike began June 23) (L. Aug., p. 474).

3. Smeed's Moving and Storage Ltd., Regina, Sask., a Local 395, International Brotherhood of Teamsters, Chauffe Warehousemen and Helpers of America (strike began June (L. G., Aug., p. 474).

4. Northern Industrial Carriers Ltd., Edmonton, Alta., a Truckers, Cartagemen, Construction and Building Mate Employees, Local 362 (strike began June 18 and termina June 23 with the assistance of D. H. Cameron) (L. G., A p. 474).

This section covers proceedings under the Industrial Relations and Dis Investigation Act involving the administrative services of the Minister of Labou the Conciliation and Arbitration Branch of the Department.

Publications

In the Library

List No. 246

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Civil Service

1. U.S. Bureau of Labor Statistics. *Wage chronology: Federal classification act employees, 1924-68.* Washington [G.P.O., 1968]. 69p.

2. U.S. President's Review Committee on Employee-Management Relations in the Federal Service. *Report.* [Washington, U.S. Dept. of Labor, 1969 ?]. 54p.

"Draft."

At head of title: Attachment B to the 56th Annual report of the Secretary of Labor.

Hon. Willard Wirtz, chairman.

Collective Bargaining

3. Chernish, William N. *Coalition bargaining; a study of union tactics and public policy.* Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit [1969]. 286p.

This study was first done as a doctoral dissertation at the University of Pennsylvania.

'Coalition bargaining is an attempt by a group of local and international unions, usually in an industrial setting, to bargain with a multiplant, multiunion employer on a joint basis for all of the employees represented by those unions." This book deals with various aspects of coalition bargaining, examines several important coalition cases, and discusses the impact of coalition bargaining on the unions, the companies, the employees, and the public.

Education

4. Cox, Robert W. *Education for development.* Geneva, International Institute for Labour Studies, 1968. 310-331p.

Reprinted from International Organization, Vol. xxii, no. 1, 1968.

5. Eckstein, Otto. *Education, employment, and Negro equality.* [Washington, U.S. Dept. of Labor, Manpower Administration, 1968], 23p.

Seminar on Manpower Policy and Program.

"Condensed transcript of the seminar held in Washington, D.C., April 18, 1968."

6. Hartley, Harry J. *Educational planning, programming, budgeting; a systems approach.* Englewood Cliffs, N.J., Prentice-Hall [1968] xiv, 290p.

Industrial Relations

7. Canada. Task Force on Labour Relations. *Canadian industrial relations; the report of Task Force on Labour Relations.* [Ottawa, Queen's Printer, 1969]. xi, 250p.

Members of Task Force: H. D. Woods, chairman, A. W. R. Carrothers, John H. G. Crispo, and Abbé Gérard Dion.

Report presented to the Prime Minister.

The Task Force made recommendations concerning a number of matters such as "the structure and operation of collective bargaining, union and management rights and responsibilities, potential emergency disputes, picketing and boycotting and enforcement of the law, adaptation of collective bargaining to industrial conversion, collective bargaining and the trade-off, the structure, the role and powers of the Canada Labour Relations Board as the paramount instrument for the administration of the collective bargaining system, and constitutional obstacles to the reformation of national labour policy."

8. Cutler, Philip. *Labour relations and court review; a study in the supervision and control of administrative tribunals.* Montreal, Tundra Books, 1968. 332p.

"This book is based on the thesis for a doctorate in law granted at the Université de Montréal, 1968."

This book examines the controversy surrounding the interpretation and application of the Quebec Labour Code of 1964. It is concerned with the authorities who administer the code, and with the role of the courts in enforcing the decisions and orders of these authorities. There is also an "analysis of the court's supervisory control when there is a challenge to the jurisdiction

of these authorities to exercise, or refuse to exercise, certain functions."

9. Goldenberg, Hyman Carl, ed. *Construction labour relations*, edited by H. Carl Goldenberg [and] John H. G. Crispo. [Ottawa] Canadian Construction Association [c1968]. [xv], 670p.

Commissioned by the Canadian Construction Association.

Contents: Introduction [by] John H. G. Crispo. Economics aspects: work, income and cost stabilization [by] Frank Wildgen. Technological change [by] R. F. Legget, N. B. Hutcheon [and] W. G. Brown. Manpower requirements [by] F. D. Upex. Training requirements and methods [by] C. Ross Ford. Labour standards legislation [by] Gérard Hébert. Labour relations acts [by] A. W. R. Carrothers. Jurisdictional disputes [by] Gérard Dion. Countervailing employer power: accreditation of contractor associations [by] H. W. Arthurs [and] John H. G. Crispo. The structure and performance of collective bargaining systems [by] Gordon W. Bertram. Wage structure and wage changes [by] Gordon W. Bertram. Collective agreements, 1956, 1966 [by] Félix Quinet. Legislated and negotiated benefit plans [by] Samuel Eckler. Summary and conclusions [by] H. Carl Goldenberg [and] John H. G. Crispo.

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10. Princeton Manpower Symposium, Princeton University. 4th, 1968. *The transition from school to work; a report based on the Princeton Manpower Symposium, May 9-10, 1968*. Princeton, N.J., Princeton University [1968]. viii, 282p.

"Organized by U.S. Department of Labor, U.S. Department of Health, Education and Welfare, National Manpower Policy Task Force and the Woodrow Wilson School and the Industrial Relations Section, Princeton University, Princeton, New Jersey, U.S.A."

The Symposium examined the extent of the youth unemployment problem and discussed the roles and responsibilities of schools, private enterprise, trade unions, voluntary agencies, and various levels of government in better preparing young people for work, who were not going on to university.

11. [Research Conference on Labor Relations, University of California, Los Angeles. 10th, 1967]. *Manpower planning and forcasting; proceedings of the Tenth Annual Research Conference, April 10-11, 1967*. Los Angeles, Institute of Industrial Relations, University of California [1968]. 61[i.e. 67]p.

Presented by the Institute of Industrial Relations in co-operation with University Extension, University of California at Los Angeles.

Contents: The impact of technological change on enployees in the Southern California aerospace industry [by] Paul Prasow. The minority group employee [by] William H. Reynolds. Problems of industrial organizations in manpower planning and forecasting [by] Ben H. White. The role of government in effective manpower planning and forecasting [by] Paul W. Little. "Communities" and the death of manpower planning [by] Monroe E. Price.

12. U.S. Bureau of Labor Statistics. *Occupational employment patterns for 1960 and 1975, a study sponsored by the Manpower Administration*. Washington [G.P.O., 1968]. 283p.

13. U.S. Department of Labor. Manpower Administration. *Canada manpower policy and programs*. [Washington, G.P.O., 1968]. 37p.

Labouring Classes

14. Alba, Victor. *Politics and the labor movement in Latin America*. Stanford, Calif., Stanford University Press, 1968. 404p.

Translation and revision of *Historia del movimiento obrero en América Latina*.

15. Carbery, Thomas F. *Progress to prosperity: an examin tion of the role of the unions in the post-devaluation period.* b Thomas F. Carbery and David M. Kelly. Glasgow [1968 ?]. 33

16. Chaplin, David. *The Peruvian industrial labor forc* Princeton, N.J., Princeton University Press, 1967. xviii, 324

17. North American Conference on Labor Statistics. 25t Toronto, 1967. *Proceedings, June 12-16, 1967, Toronto, Ontari* [Washington, G.P.O., 1968]. 286p.

Co-sponsored by the U.S. Bureau of Labor Statistics, Canad Department of Labour, and the Ontario Dept. of Labou

Earlier conferences were designated as Interstate Conferen on Labor Statistics. This 25th conference, the first to be he outside the U.S., was designated as North American Conferen on Labor Statistics.

Some of the topics discussed at this conference were colle tion of wage data, minimum wage, price statistics, manpow forecasting, and manpower statistics.

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—Appendix volume. xii, 211p.

Appendix 1 in Appendix volume contains the Report of t Special Railroad Board established pursuant to the Public La 90-54, under the chairmanship of Senator Wayne L. Morse.

This study furnishes background information to the part in their next round of collective bargaining negotiations.

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19. Byham, William Clarence. *The uses of personnel resear* [New York] American Management Association [1968]. 11

20. Galtung, Johan. *Theory and methods of social resear* Oslo, Universitetsforlaget, New York, Columbia Univers Press [etc.], 1967. 543p.

Women

21. Confédération des Syndicats Nationaux. *Mémoire p senté à la Commission royale d'enquête sur le statut de la fem au Canada*. [Montréal 1968]. 49p.

22. Gelber, Sylva M. *The new role of women*. [Otta Canada Department of Labour [1969]. 35p.

Presented as a part of a Symposium, New Morality: Challe to Old Values, arranged under the auspices of the Jew Family and Child Services, Toronto, Ontario, Thursd January 23, 1969.

Miscellaneous

23. Cape, Edward. *The Economic Council and its Fifth ann review*. [Montreal] Private Planning Association of Cana Canadian Trade Committee, [1969]. 59p.

24. Gordon Kermit, ed. *Agenda for the Nation; papers domestic and foreign policy issues* by Stephen K. Bailey [others]. Washington, Brookings Institution [1968]. 62

25. U.S. Bureau of Labor Standards. *Status of sa standards*. [Washington, G.P.O., 1968]. 107p.

26. *Improving labor-management relations in an age automation*, by Benjamin S. Kirsh (in *Automation*, May 1 p.52-54).

Mr. Kirsh, a New York City lawyer, has written widely the topic of automation in relation to collective bargain In this article, he lists several important topics relating to t nology, which have been considered as possible clause collective agreements. He emphasizes the importance flexible approach to collective bargaining by both partie adjust to the problems raised by technological developm

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*		8,403	+ 1.9	+ 3.0
(week ended June 21, 1969)				
Employed		8,020	+ 2.0	+ 3.3
Agriculture		580	− 2.0	− 1.9
Non-agriculture		7,440	+ 2.3	+ 3.7
Paid workers		6,892	+ 2.1	+ 3.0
At work 35 hours or more		6,501	+64.0	+ 1.6
At work less than 35 hours		1,171	−67.6	+11.5
Employed but not at work		348	+23.4	+10.1
Unemployed		383	− 0.8	− 3.0
Atlantic		41	−21.2	+10.8
Quebec		152	− 8.4	+ 6.3
Ontario		121	+24.7	− 6.2
Prairie		33	0.0	− 8.3
British Columbia		36	− 5.3	−28.0
Without work and seeking work		367	+ 1.4	− 3.7
On temporary layoff up to 30 days		16	−33.3	+14.3
INDUSTRIAL EMPLOYMENT† (1961 = 100)	May	126.7	+ 2.8	+ 3.3
Manufacturing employment (1961 = 100)	May	126.1	+ 2.0	+ 3.4
IMMIGRATION	1st Qtr. 1969	30,788	—	−13.5
Destined to the labour force	1st Qtr. 1969	16,764	—	−11.1
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	133	+ 6.4	−12.5
No. of workers involved	June	61,407	−43.4	+32.9
Duration in man days	June	911,680	−17.1	+67.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	May	$117.75	+ 1.3	+ 7.6
Average hourly earnings (mfg.)†	May	$ 2.77	+ 0.7	+ 7.8
Average hours worked per week (mfg.)†	May	40.5	+ 0.5	− 0.2
Average weekly wages (mfg.)†	May	$112.04	+ 1.1	+ 7.2
Consumer price index (1961 = 100)	June	125.9	+ 0.8	+ 5.2
Index numbers of weekly wages in 1961 dollars (1961 = 100)	April	119.1	− 0.4	+ 1.4
Total labour income (thousands of dollars)	March	3,104	+ 1.1	+12.5
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100)	May	166.6†	− 0.6†	+ 4.7
Manufacturing	May	167.9†	+ 0.4†	+ 5.8
Durables	May	189.9†	+ 1.0†	+ 6.1
Non-durables	May	149.9†	− 0.3†	+ 5.5
NEW RESIDENTIAL CONSTRUCTION‡				
Starts	May	16,814	+ 8.2	+ 0.1
Completions	May	16,447	+ 7.4	+28.0
Under construction	May	110,871	+ 0.3	+34.7

Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended June 21, 1969

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,403	674	2,356	3,122	1,381	870
Men	5,743	473	1,634	2,099	950	587
Women	2,660	201	722	1,023	431	283
14-19 years	984	79	280	344	173	108
20-24 years	1,327	133	418	445	209	122
25-44 years	3,466	245	1,002	1,322	533	364
45-64 years	2,403	200	607	918	422	256
65 years and over	223	17	49	93	44	20
EMPLOYED	8,020	633	2,204	3,001	1,348	834
Men	5,469	441	1,523	2,014	928	563
Women	2,551	192	681	987	420	271
Agriculture	580	28	110	148	268	26
Non-agriculture	7,440	605	2,094	2,853	1,080	808
Paid workers	6,892	550	1,908	2,673	1,011	750
Men	4,568	375	1,296	1,753	644	500
Women	2,324	175	612	920	367	250
UNEMPLOYED	383	41	152	121	33	36
Men	274	32	111	85	22	24
Women	109	*	41	36	11	12
PERSONS NOT IN LABOUR FORCE	6,216	686	1,839	2,100	989	602
Men	1,503	201	436	478	244	144
Women	4,713	485	1,403	1,622	745	458

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended June 21, 1969

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,619	2,423	4,125	1,177	4,234	1,125	1,535
LABOUR FORCE	8,403	984	3,965	1,035	1,391	805	223
Employed	8,020	840	3,860	961	1,362	783	214
Unemployed	383	144	105	74	29	22	**
NOT IN LABOUR FORCE	6,216	1,439	160	142	2,843	320	1,312
PARTICIPATION RATE†							
1969—June 21	57.5	40.6	96.1	87.9	32.9	71.6	14.5
May 24	56.5	34.3	96.2	86.1	33.4	71.5	14.8
UNEMPLOYMENT RATE‡							
1969—June 21	4.6	14.6	2.6	7.1	2.1	2.7	**
May 24	4.7	10.9	3.4	8.6	2.7	3.3	4.8

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended June 21, 1969

	June 1969	May 1969	June 1968
	(in thousands)		
TOTAL UNEMPLOYED	383	386	395
On temporary layoff up to 30 days	16	24	14
Without work and seeking work	367	362	381
Seeking			
Full-time work	338	339	339
Part-time work	29	23	42
Under 1 month	150	117	170
1-3 months	104	103	109
4-6 months	50	71	46
More than 6 months	63	71	56

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication**	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals ††
	Monthly Totals									
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,972	11,461	1,818	35,230
1968—April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April	75.5	819.3	265.5	29.0	211.1	54.1	453.9	1,047.2	169.0	3,143.2
May	75.9	840.1	277.6	39.6	222.2	56.2	460.3	1,086.3	169.1	3,250.9
	Seasonally Adjusted									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—April	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May	75.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,019.1	161.6	3,113.3
February	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,040.5	164.5	3,162.5
March*	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,039.6	165.7	3,187.2
April †	78.3	827.0	271.2	41.2	231.2	55.3	459.0	1,045.9	166.9	3,199.2
May‡	76.1	836.7	277.9	42.7	220.2	56.7	460.8	1,073.7	170.0	3,237.7

*Revised. †Preliminary. ‡Advance.

**Includes post office wages and salaries. ††Figures in this column are for total labour income, Canada, but are not totals of the figures in th remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income.*

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at March 1969, employers in the principal non-agricultural industries reported a total employment of 3,633,206. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
Average						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.30	123.5	122.8	100.13
1967	122.6	131.4	102.79	123.2	130.6	106.53
1968†	122.7	140.4	109.88	122.1	140.3	114.42
1968—March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.95	120.2	140.2	114.33
May	122.7	139.9	109.43	122.0	140.2	114.35
June	124.6	140.5	109.96	123.3	140.1	114.23
July	124.0	140.6	109.97	121.8	138.8	113.20
August	126.9	141.8	109.95	125.3	140.4	114.48
September	126.7	143.8	112.52	125.7	143.6	117.08
October	126.0	144.3	112.90	124.5	144.8	118.08
November	125.7	144.9	113.37	124.0	145.5	118.70
December	122.7	140.5	109.94	121.4	140.9	114.92
1969—January	121.4	145.8	114.04	121.8	146.5	119.47
February*	122.0	147.2	115.20	122.5	148.1	120.80
March*	122.8	148.3	116.04	123.2	149.2	121.70

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1969	Jan. 1969	Feb. 1968	Feb. 1969	Jan. 1969	Feb. 1968
	(1961=100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	111.6	112.0	107.6	98.26	95.42	90.41
Newfoundland	110.1	110.3	108.9	105.75	103.65	97.43
Prince Edward Island	108.3	111.6	104.9	81.99	80.59	76.86
Nova Scotia	113.4	113.4	107.2	95.75	91.28	87.10
New Brunswick	110.7	111.5	107.4	97.91	96.51	91.04
Quebec	114.7	115.3	112.7	112.61	112.08	105.17
Ontario	127.1	127.3	120.7	119.00	117.93	110.06
Prairie Region	119.8	118.5	116.7	110.10	108.01	102.02
Manitoba	112.0	112.2	110.5	105.02	103.21	97.15
Saskatchewan	113.5	112.2	112.9	106.03	103.94	99.21
Alberta	129.0	126.4	123.6	115.32	113.10	106.77
British Columbia	127.4	125.6	122.2	125.20	122.21	118.05
CANADA	121.5	121.4	117.1	115.40	114.04	107.18
URBAN AREAS						
St. John's	127.2	127.2	128.3	89.78	87.71	84.31
Halifax	121.6	118.0	115.6	99.02	94.51	89.44
Sydney	95.4	96.5	89.9	100.28	98.94	96.47
Moncton	116.9	119.0	112.0	91.36	90.39	84.76
Saint John	116.3	117.2	111.8	98.64	96.02	88.55
Chicoutimi	106.0	107.9	99.6	129.20	128.08	122.07
Montreal	119.5	119.3	117.6	114.35	113.77	106.81
Quebec	113.9	115.5	110.2	97.18	96.65	90.48
Shawinigan	93.6	94.3	96.8	116.87	113.62	106.16
Sherbrooke	114.9	116.5	115.8	97.60	96.32	90.54
Trois-Rivières	108.4	109.7	105.5	106.13	105.96	97.21
Ottawa-Hull	131.1	131.9	122.7	106.60	105.88	100.06
Belleville	118.8	117.9	114.8	100.61	99.82	93.55
Brampton	269.9	268.7	258.6	117.14	117.15	109.34
Brantford	131.8	130.3	124.6	110.51	109.65	101.43
Fort William-Port Arthur	118.2	119.3	113.3	114.21	111.42	101.56
Guelph	134.2	133.8	131.6	107.91	106.91	99.95
Hamilton	120.6	121.0	117.2	120.01	119.71	113.55
Kingston	122.2	121.9	118.8	113.20	111.22	105.11
Kitchener	148.6	149.0	140.4	105.92	105.32	97.70
London	121.7	121.3	117.4	110.68	108.87	100.84
Niagara Falls	101.1	99.5	100.3	110.92	112.83	104.11
Oshawa	142.2	143.2	80.7	136.03	135.99	118.37
Peterborough	133.6	133.4	129.1	120.91	120.86	112.10
Sarnia	137.6	139.5	136.8	148.00	148.09	138.52
Sault Ste. Marie	120.8	121.6	113.7	128.78	130.07	121.80
Sudbury	122.2	121.2	111.0	140.28	140.60	131.51
St. Catharines	137.9	139.3	107.0	133.92	134.59	112.06
Timmins	70.9	70.6	77.6	104.40	103.37	100.35
Toronto	129.8	129.8	123.9	120.18	118.41	110.81
Welland	110.3	109.1	107.7	133.91	132.09	125.51
Windsor	152.3	153.2	144.8	134.52	131.58	119.84
Winnipeg	115.0	115.6	113.1	98.87	96.86	91.04
Regina	118.6	117.7	113.8	100.30	99.61	94.32
Saskatoon	135.5	137.2	136.5	97.98	99.49	92.52
Calgary	137.7	134.9	130.9	113.58	110.46	104.63
Edmonton	137.1	134.6	129.6	108.55	106.90	99.94
Vancouver	132.8	131.1	124.2	122.03	119.73	113.21
Victoria	122.0	122.8	119.0	107.92	107.46	103.02

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

ABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
EGION AND PROVINCE	(1961 = 100)			$	$	$
tlantic Region	111.7	111.7	108.9	98.04	98.12	91.23
Newfoundland	110.6	110.6	107.8	106.00	105.51	99.53
Prince Edward Island	107.5	108.7	107.1	84.30	81.54	76.29
Nova Scotia	113.2	113.3	109.8	94.94	95.73	87.89
New Brunswick	110.9	110.8	108.6	97.88	97.71	91.36
uebec	115.7	115.3	112.6	112.88	112.04	105.80
ntario	128.1	127.5	122.2	119.64	118.80	110.13
airie Region	121.2	120.2	117.6	111.27	110.24	102.52
Manitoba	113.3	112.4	111.1	106.52	105.04	98.16
Saskatchewan	114.1	114.2	114.4	106.91	106.02	99.78
Alberta	130.9	129.3	124.5	116.31	115.60	106.88
itish Columbia	131.7	128.3	124.0	126.14	125.20	118.52
CANADA	122.8	122.0	118.0	116.04	115.20	107.57
RBAN AREAS						
St. John's	129.7	128.6	129.7	90.28	89.18	86.28
Halifax	119.9	122.0	115.8	98.13	97.88	90.16
Sydney	94.8	95.4	97.2	100.61	99.68	96.05
Moncton	119.3	117.4	112.1	91.91	90.68	85.87
Saint John	117.2	116.6	114.3	97.75	98.37	89.87
Chicoutimi	107.1	106.0	100.6	128.93	129.20	122.03
Montreal	121.2	120.4	118.3	114.50	113.57	107.76
Quebec	116.2	114.4	110.2	98.03	96.86	91.65
Shawinigan	91.9	93.6	93.2	115.96	116.87	109.64
Sherbrooke	114.2	115.0	116.3	98.77	97.56	91.81
Trois-Rivières	108.8	108.7	108.0	104.66	106.08	97.57
Ottawa-Hull	131.9	131.4	123.3	107.84	106.63	101.44
Belleville	118.9	118.1	114.0	101.60	99.77	94.29
Brampton	270.3	268.0	256.6	119.32	117.40	110.00
Brantford	133.7	132.7	125.0	111.24	110.62	101.18
Fort William-Port Arthur	116.6	118.5	112.8	114.79	114.05	103.18
Guelph	139.6	138.4	132.9	107.47	107.71	100.41
Hamilton	122.2	121.0	117.8	120.78	120.34	113.67
Kingston	125.0	122.5	119.6	113.97	112.47	104.59
Kitchener	149.3	149.2	140.3	106.84	105.84	99.05
London	121.9	122.1	117.4	111.25	110.90	101.67
Niagara Falls	101.4	99.9	100.1	112.44	110.05	104.63
Oshawa	141.2	142.2	128.8	135.54	135.75	91.45
Peterborough	135.7	134.1	128.9	122.07	120.38	112.89
Sarnia	139.2	137.5	134.2	147.61	148.44	139.97
Sault Ste. Marie	122.6	121.1	114.6	131.51	129.14	123.54
Sudbury	123.9	122.7	112.1	140.79	140.24	129.93
St. Catharines	139.8	138.1	117.7	131.30	133.61	104.38
Timmins	70.1	69.7	77.2	106.44	102.93	100.48
Toronto	131.1	130.2	125.0	120.52	119.79	111.53
Welland	108.7	110.9	108.9	138.02	135.10	125.20
Windsor	150.0	152.5	144.8	135.18	134.44	121.80
Winnipeg	116.9	115.8	113.7	99.68	98.63	91.67
Regina	118.0	118.7	115.6	101.50	100.20	94.93
Saskatoon	137.1	136.8	139.2	101.01	98.24	92.75
Calgary	140.0	138.4	133.0	114.72	113.54	105.42
Edmonton	139.9	137.2	131.0	109.32	108.48	100.82
Vancouver	136.3	133.7	125.3	122.19	121.87	114.24
Victoria	130.8	127.2	119.8	108.71	108.50	101.16

test figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non-Durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non-commercial Sector†	Community, Business and Personal Services: Commercial Sector‡	Public Administration**	Total Specified Industries
						(in thousands)						
CANADA												
March 1969*	43.3	122.8	850.1	812.8	329.1	—	1,019.5	293.6	1,130.8	654.7	403.1	6,294.5
Feb. 1969*	47.2	120.5	846.9	802.2	321.6	631.0	1,003.8	290.0	1,129.0	636.2	403.9	6,238.4
March 1968	46.5	119.1	809.2	764.8	304.5	622.4	936.0	269.8	1,057.8	570.5	398.3	5,905.9
NEWFOUNDLAND												
March 1969*	1.9	5.6	8.6	1.7	6.2	13.7	16.2	2.1	22.8	7.3	7.7	93.9
Feb. 1969*	2.1	5.8	8.5	1.6	7.1	13.2	16.7	2.0	21.8	7.5	7.8	94.3
March 1968	2.0	5.6	8.5	1.7	6.5	14.8	15.3	1.9	21.8	6.7	7.5	92.5
PRINCE EDWARD ISLAND												
March 1969*	—	—	1.4	0.4	1.1	2.6	4.0	0.6	6.0	1.5	2.0	19.7
Feb. 1969*	—	—	1.6	0.3	1.2	2.7	4.0	0.6	6.1	1.4	2.0	19.9
March 1968	—	—	1.4	0.4	1.2	2.5	3.5	0.6	5.8	1.9	2.1	19.4
NOVA SCOTIA												
March 1969*	1.9	6.6	17.2	13.3	12.3	25.8	30.8	6.9	38.9	14.2	20.2	188.2
Feb. 1969*	2.5	6.8	17.0	13.3	12.6	23.6	31.6	6.9	39.2	13.9	20.2	187.4
March 1968	2.2	6.2	16.7	14.7	9.2	21.5	28.4	6.4	37.0	12.4	18.7	175.5
NEW BRUNSWICK												
March 1969*	2.9	2.3	16.1	10.5	7.8	22.9	24.4	4.5	31.8	9.5	11.0	143.8
Feb. 1969*	3.4	2.3	15.8	10.7	8.2	22.9	25.5	4.4	30.9	9.5	11.2	144.9
March 1968	3.5	2.4	15.1	10.8	6.7	23.1	22.8	4.4	30.2	9.7	10.5	139.1
QUEBEC												
March 1969*	10.0	23.9	320.5	195.0	70.7	168.1	252.4	81.0	301.4	160.4	89.1	1,672.5
Feb. 1969*	12.4	23.7	317.8	193.3	71.6	173.0	252.1	80.3	304.5	161.8	89.3	1,679.7
March 1968	14.6	24.6	304.5	183.8	69.2	165.9	236.0	74.1	288.0	151.9	88.9	1,601.4
ONTARIO												
March 1969*	10.4	35.2	369.5	454.7	131.7	204.2	400.9	125.8	422.1	258.9	168.2	2,581.6
Feb. 1969*	11.2	34.9	367.0	454.4	133.8	205.0	399.6	124.7	413.4	258.3	167.3	2,569.4
March 1968	11.2	34.3	352.2	421.3	114.8	200.9	366.7	117.2	383.4	227.1	161.2	2,387.2
MANITOBA												
March 1969*	0.7	6.9	28.0	20.1	13.6	44.3	51.7	12.8	50.7	29.5	18.8	277.2
Feb. 1969*	0.7	7.1	27.8	19.8	13.9	43.8	50.9	13.1	51.7	30.0	19.1	277.1
March 1968	0.7	6.4	26.5	18.2	13.4	43.3	51.3	12.5	48.4	27.4	19.1	267.2
SASKATCHEWAN												
March 1969*	0.5	5.4	9.4	5.4	12.1	24.9	38.8	8.3	48.3	19.8	17.0	189.9
Feb. 1969*	0.6	5.2	9.2	5.6	10.1	24.3	38.9	8.3	48.2	19.7	16.9	187.
March 1968	0.7	5.0	9.3	5.9	12.3	24.2	37.2	8.2	47.1	17.3	17.4	184.2
ALBERTA												
March 1969*	2.0	22.6	26.4	25.7	32.4	47.9	79.6	18.5	98.8	58.9	31.3	444.
Feb. 1969*	1.7	22.8	26.0	24.4	29.1	47.7	80.9	18.8	94.2	52.4	31.3	429.
March 1968	1.5	21.0	25.2	26.1	32.9	46.4	74.4	16.2	89.8	48.0	30.5	412.0
BRITISH COLUMBIA												
March 1969*	16.7	9.4	49.7	75.4	32.9	75.0	103.9	29.4	106.7	74.9	38.9	612.
Feb. 1969*	12.9	9.3	48.8	73.0	27.6	75.4	103.2	29.5	106.8	75.3	39.3	601.0
March 1968	17.9	10.0	46.1	67.5	31.4	75.3	93.7	25.8	102.1	67.1	38.4	569.

* Preliminary. † Refers to employment in hospitals and education and related services, welfare and religious organizations, and private household
‡ Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. ** Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry.* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1969	Jan. 1969	Feb. 1968	Feb. 1969	Jan. 1969	Feb. 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	110.3	109.8	107.6	148.11	146.72	139.20
Metals	103.0	102.8	102.2	145.33	145.08	137.15
Mineral fuels	104.5	105.1	100.0	154.29	152.80	145.21
Non-metals except fuels	116.0	113.4	112.6	136.72	138.48	128.71
Quarries and sand pits	77.4	75.5	82.4	119.84	113.51	111.82
Services incidental to mining	179.7	178.2	165.9	165.73	158.14	154.44
MANUFACTURING	122.4	121.8	117.7	120.68	119.47	111.32
Durable goods	134.4	133.6	125.8	129.92	128.17	119.18
Non-durable goods	112.7	112.2	111.2	111.77	111.10	104.15
Food and beverages	100.7	100.8	101.3	106.92	106.92	99.73
Foods	99.7	99.9	100.3	103.43	103.71	96.96
Beverages	106.9	106.7	107.2	127.45	125.87	115.88
Tobacco processing and products	113.1	113.1	116.9	115.03	114.17	104.90
Rubber products	123.5	124.3	123.9	125.20	123.81	113.08
Leather products	102.9	102.1	100.7	80.09	79.83	75.40
Textile products	119.4	119.3	115.5	99.86	99.67	91.92
Knitting mills	116.8	115.7	110.0	76.20	75.20	71.25
Clothing	110.3	108.9	110.7	75.55	73.70	70.25
Wood products	110.4	109.0	102.6	109.92	105.74	102.13
Furniture and fixtures	129.4	128.7	123.9	97.60	96.20	90.18
Paper and allied industries	118.0	117.0	115.0	139.78	139.17	130.15
Printing, publishing and allied industries	113.9	113.9	113.9	124.67	123.36	116.67
Primary metal industries	127.2	126.9	123.0	141.59	140.84	133.41
Metal fabricating industries	132.0	131.0	125.4	126.03	124.13	116.56
Machinery, except electrical	146.6	145.3	143.6	142.74	136.61	125.57
Transportation equipment	153.1	152.9	129.6	142.31	141.96	128.67
Electrical products	147.0	146.0	142.0	123.91	122.49	114.42
Non-metallic mineral products	112.6	112.5	108.9	125.10	126.05	115.69
Petroleum and coal products	101.6	102.1	100.8	172.34	173.24	163.40
Chemicals and chemical products	118.2	117.3	117.0	135.53	135.01	126.88
Miscellaneous manufacturing industries	140.6	139.9	132.1	104.26	102.53	97.78
CONSTRUCTION	104.7	103.6	102.6	146.81	140.40	135.39
Building	119.4	117.7	113.2	144.48	139.33	132.57
Engineering	79.3	79.1	84.1	152.88	143.16	141.96
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	107.4	108.0	105.4	128.68	128.67	119.61
Transportation	102.7	103.7	99.7	127.94	127.78	118.48
Storage	108.5	107.3	109.5	115.42	113.50	104.25
Communication	117.5	117.1	117.5	123.02	123.37	114.26
Electric Power, Gas and Water	113.7	113.9	113.0	144.65	145.06	138.73
TRADE	130.3	131.7	123.8	91.49	90.55	84.69
Wholesale trade	124.0	124.0	119.0	116.10	115.44	105.68
Retail trade	133.8	136.0	126.5	78.92	78.05	73.72
FINANCE, INSURANCE AND REAL ESTATE	135.0	134.3	129.3	111.38	110.87	101.61
Financial institutions	139.4	138.4	132.0	109.88	109.07	98.48
Insurance and real estate	129.0	128.6	125.7	113.56	113.48	106.02
SERVICE	158.9	157.8	148.4	82.89	82.01	78.26
Recreational services	140.2	138.3	131.2	73.95	73.29	68.04
Business services	181.3	177.6	167.3	127.39	127.47	123.69
Personal services	144.6	144.4	137.3	61.73	60.48	57.15
Miscellaneous services	191.7	191.3	171.0	85.95	85.74	81.29
INDUSTRIAL COMPOSITE	121.5	121.4	117.1	115.40	114.04	107.18

Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.5	110.4	109.2	148.61	148.07	139.01
Metals	103.4	102.8	102.9	147.11	145.37	137.71
Mineral fuels	105.0	105.2	104.8	153.46	154.53	141.70
Non-metals except fuels	117.9	116.2	114.5	136.26	135.85	128.67
Quarries and sand pits	86.8	77.7	87.9	125.22	120.72	115.29
Services incidental to mining	183.0	180.4	164.9	163.31	165.39	155.24
MANUFACTURING	123.2	122.5	119.4	121.70	120.80	111.48
Durable goods	136.0	134.6	129.0	130.54	130.05	118.62
Non-durable goods	112.9	112.8	111.6	113.09	111.87	104.82
Food and beverages	100.7	100.8	101.9	108.88	106.83	100.73
Foods	99.6	99.9	101.1	105.49	103.31	97.98
Beverages	107.7	106.6	107.2	128.56	127.61	116.88
Tobacco processing and products	109.4	113.1	111.3	119.67	116.32	107.43
Rubber products	124.3	123.8	122.3	127.33	125.20	114.79
Leather products	102.2	102.8	98.9	80.46	80.34	75.28
Textile products	118.5	119.5	116.4	101.65	99.89	92.16
Knitting mills	116.5	117.0	110.4	76.92	76.42	71.44
Clothing	110.3	110.3	110.4	76.18	75.73	70.76
Wood products	111.9	110.3	103.0	111.24	110.05	102.68
Furniture and fixtures	128.9	130.4	123.0	98.85	97.49	91.10
Paper and allied industries	118.3	118.1	115.0	139.84	139.82	130.61
Printing, publishing and allied industries	115.2	114.1	114.1	127.02	124.70	118.27
Primary metal industries	128.1	127.2	123.5	142.81	141.87	134.91
Metal fabricating industries	134.2	132.5	125.8	127.35	126.29	117.42
Machinery, except electrical	149.2	147.8	143.6	139.30	142.43	126.05
Transportation equipment	155.6	153.1	146.8	143.16	142.34	120.94
Electrical products	147.3	147.0	141.2	124.54	123.98	115.39
Non-metallic mineral products	115.7	113.0	110.2	125.91	125.95	117.17
Petroleum and coal products	102.5	102.0	101.8	172.78	172.54	163.29
Chemicals and chemical products	120.1	118.5	118.9	135.75	135.64	126.55
Miscellaneous manufacturing industries	142.1	140.6	134.7	105.48	104.46	97.97
CONSTRUCTION	105.2	104.8	104.4	146.32	148.43	136.59
Building	120.8	120.0	115.4	143.74	144.71	134.40
Engineering	78.4	78.5	85.3	153.17	158.24	141.72
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.1	108.7	105.6	129.24	127.06	120.19
Transportation	103.2	102.6	99.9	128.51	127.92	118.99
Storage	108.2	108.5	109.3	113.07	114.24	103.43
Communication	121.5	121.2	117.7	125.88	120.50	114.88
Electric Power, Gas and Water	117.7	117.5	113.5	141.40	137.36	139.77
TRADE	132.5	130.9	124.8	91.75	91.35	84.99
Wholesale trade	125.3	124.5	118.9	115.86	115.70	106.30
Retail trade	136.4	134.5	128.1	79.54	78.93	74.16
FINANCE, INSURANCE AND REAL ESTATE	135.7	134.9	129.7	111.58	111.00	103.93
Financial institutions	140.3	139.3	132.5	109.10	109.68	100.63
Insurance and real estate	129.5	128.9	126.0	115.19	112.93	108.59
SERVICE	161.2	160.2	149.2	82.96	82.47	78.12
Recreational services	137.9	141.1	127.5	77.07	74.02	66.57
Personal services	184.4	182.5	167.6	127.42	127.39	122.84
Miscellaneous services	147.6	146.3	139.1	61.47	61.08	57.31
Services to buildings and dwellings	193.2	191.2	171.7	85.34	85.55	82.33
INDUSTRIAL COMPOSITE	122.8	122.0	118.0	116.04	115.20	107.57

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.4	42.2	42.4	3.24	3.23	3.03	137.31	136.37	128.38
Metals	41.5	41.1	41.3	3.33	3.31	3.14	138.21	136.11	129.83
Mineral fuels	42.4	42.8	42.6	2.80	2.80	2.55	118.88	119.87	108.66
Non-metals, except fuels	42.6	42.5	42.7	2.97	3.00	2.87	126.58	127.58	122.37
Quarries and sand pits	44.8	44.8	46.2	2.66	2.58	2.39	119.03	115.34	110.62
Services incidental to mining	45.3	45.5	46.4	3.58	3.59	3.27	162.04	163.10	151.83
MANUFACTURING	40.6	40.3	40.1	2.74	2.72	2.51	110.98	109.65	100.63
Durable goods	41.1	40.9	40.2	2.94	2.92	2.70	120.69	119.65	108.45
Non-durable goods	40.0	39.7	40.0	2.52	2.50	2.33	100.93	99.41	92.92
Food and beverages	39.7	38.9	39.9	2.47	2.45	2.27	98.02	95.32	90.54
Foods	39.6	38.8	39.8	2.40	2.38	2.21	94.91	92.06	88.02
Beverages	40.2	39.8	40.6	3.00	3.01	2.69	120.42	119.59	109.21
Tobacco processing and products	38.3	38.2	38.4	2.81	2.70	2.51	107.47	103.14	96.26
Rubber products	42.1	41.4	41.5	2.85	2.80	2.56	119.85	116.01	106.11
Leather products	39.3	40.0	40.1	1.87	1.84	1.72	73.51	73.75	68.92
Textile products	41.8	41.3	40.5	2.16	2.14	1.99	90.36	88.35	80.52
Miscellaneous textiles	40.3	40.1	36.1	2.27	2.24	1.95	91.37	89.96	70.46
Knitting mills	40.5	40.5	40.9	1.68	1.67	1.53	67.98	67.51	62.69
Clothing	37.5	37.5	37.7	1.86	1.85	1.71	69.71	69.52	64.38
Wood products	40.4	40.2	40.7	2.63	2.61	2.40	106.18	105.16	97.61
Furniture and fixtures	41.8	41.8	41.7	2.17	2.14	1.99	90.66	89.50	83.22
Paper and allied industries	41.2	41.2	41.1	3.18	3.19	2.96	131.05	131.19	121.69
Pulp and paper mills	41.3	41.5	41.3	3.46	3.47	3.22	142.86	143.85	132.80
Printing, publishing and allied industries	38.4	37.7	38.5	3.26	3.21	2.99	125.14	120.94	115.09
Primary metal industries	40.9	40.9	41.0	3.27	3.24	3.07	133.45	132.31	125.91
Iron and steel mills	40.5	40.4	40.3	3.39	3.36	3.19	137.18	135.50	128.48
Metal fabricating industries	41.6	41.2	41.1	2.89	2.89	2.67	120.16	118.96	109.67
Machinery, except electrical	41.9	41.6	41.0	3.13	3.12	2.82	131.08	129.80	115.43
Transportation equipment	40.9	40.7	37.0	3.25	3.24	2.94	132.89	131.94	108.63
Aircraft and parts	42.2	41.9	41.6	3.19	3.16	2.94	134.81	132.19	122.30
Motor vehicles	40.7	40.5	34.0	3.34	3.33	3.01	136.06	135.05	102.14
Assembling	40.8	40.3	30.0	3.59	3.57	3.36	146.49	143.86	100.96
Parts and accessories	40.6	40.7	37.8	3.20	3.21	2.77	129.97	130.69	104.73
Shipbuilding and repairing	39.9	39.6	40.2	3.22	3.22	2.90	128.59	127.19	116.62
Electrical products	40.5	40.5	40.4	2.65	2.63	2.46	107.48	106.56	99.58
Communications equipment	40.6	40.3	40.0	2.55	2.50	2.37	103.48	100.62	94.78
Non-metallic mineral products	41.7	41.8	42.2	2.82	2.83	2.61	117.71	118.19	109.85
Petroleum and coal products	42.3	42.4	42.0	3.71	3.70	3.50	156.80	156.80	146.88
Chemical and chemical products	40.5	40.5	40.7	2.90	2.89	2.69	117.57	117.32	109.60
Miscellaneous manufacturing industries	40.9	40.5	40.5	2.22	2.20	2.06	90.64	88.89	83.63
CONSTRUCTION	38.6	40.4	40.6	3.62	3.61	3.30	142.17	146.09	134.13
Building	38.5	38.8	39.4	3.66	3.67	3.36	140.84	142.43	132.21
General contractors	39.1	38.9	39.5	3.55	3.52	3.28	139.03	136.91	129.50
Special trade contractors	38.0	38.7	39.3	3.74	3.78	3.42	142.12	146.15	134.32
Engineering	42.7	44.9	43.7	3.51	3.48	3.17	148.66	156.14	138.80
Highways, bridges and streets	43.9	45.2	44.2	2.86	2.80	2.60	125.66	126.64	114.63
Other engineering	41.9	44.7	43.5	3.92	3.91	3.57	164.21	174.61	155.02
OTHER INDUSTRIES									
Urban transit	41.6	41.4	40.9	3.33	3.31	3.09	138.66	136.87	126.52
Highway and bridge maintenance	37.5	37.9	41.3	2.59	2.54	2.35	97.13	96.47	97.22
Laundries, cleaners and pressers	38.1	36.9	38.9	1.59	1.58	1.47	60.78	58.31	57.13
Hotels, restaurants and taverns	32.1	32.6	33.4	1.59	1.59	1.47	51.03	51.82	49.04

latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1964	41.0	2.02	79.51	106.8	103.7
1965†	41.0	2.12	82.96	111.4	106.3
1966†	40.8	2.25	86.94	116.8	108.8
1967†	40.3	2.40	91.65	123.1	110.5
1968†	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.52	140.4	117.2
June	40.4	2.57	103.94	139.6	115.9
July	40.0	2.56	102.23	137.3	113.7
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December	38.0	2.70	102.56	137.8	112.4
1969—January	40.1	2.71	108.42	145.6	118.8
February*	40.3	2.72	109.65	147.3	119.5
March†	40.6	2.74	110.93	149.1	119.6

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
				$	$	$
Newfoundland	40.1	42.7	42.4	2.24	2.29	2.11
Nova Scotia	40.9	39.9	40.6	2.19	2.18	2.05
New Brunswick	40.9	41.1	41.4	2.26	2.24	2.10
Quebec	41.4	41.1	41.1	2.45	2.44	2.28
Ontario	40.5	40.3	39.6	2.88	2.85	2.62
Manitoba	39.7	39.1	39.9	2.42	2.40	2.24
Saskatchewan	39.9	39.3	39.6	2.90	2.89	2.65
Alberta	39.9	39.3	40.0	2.77	2.76	2.57
British Columbia	38.1	38.0	38.1	3.40	3.39	3.17

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307, May issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
969—March	5,478,000	4,883,900	594,100
February	5,482,000	4,851,000	631,000
January	5,447,000	4,831,000	616,000
968—December	5,397,000	4,889,100	497,900
November	5,356,000	5,014,400	341,600
October	5,295,000	5,030,500	264,500
September	5,301,000	5,054,300	246,700
August	5,320,000	5,050,200	269,800
July	5,256,000	4,935,000	321,000
June*	5,262,000	4,970,900	291,100
May	4,727,000	4,405,600	321,400
April	4,859,000	4,284,000	575,000
March	4,894,000	4,237,100	656,900

ffective June 30, 1968, coverage was extended to include salaried workers rning up to $7,800, a year.

TABLE E-4—Benefit Payments, by Province, April 1969

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	103,939	3,211,446
Prince Edward Island	23,746	690,995
Nova Scotia	105,033	3,096,754
New Brunswick	108,549	3,354,743
Quebec	634,534	20,715,290
Ontario	587,413	18,257,441
Manitoba	72,837	2,223,044
Saskatchewan	70,463	2,203,130
Alberta	77,986	2,473,262
British Columbia	176,717	5,664,434
Total, Canada, April 1969	1,961,217	61,890,539
Total, Canada, March 1969	2,104,542	66,440,570
Total, Canada, April 1968	2,124,638	56,345,217

TABLE E-3—Number of Initial and Renewal Claims Filed in Local Offices in Each Province

Province	*April 1969*			*April 1968*		
	*Total**	*Initial*	*Renewal*	*Total*	*Initial*	*Renewal*
NADA	155,422	120,198	35,224	165,881	125,369	40,512
wfoundland	5,790	4,745	1,045	5,556	4,721	835
nce Edward Island	1,159	1,026	133	1,178	976	202
va Scotia	6,887	5,891	996	6,451	5,279	1,172
w Brunswick	7,248	5,910	1,338	7,477	6,066	1,411
ebec	51,742	40,237	11,505	58,931	43,100	15,831
tario	47,661	36,289	11,372	50,301	38,068	12,233
nitoba	5,679	4,488	1,191	5,323	4,101	1,222
katchewan	4,790	3,923	867	3,750	3,146	604
erta	7,342	5,840	1,502	8,040	6,355	1,685
tish Columbia	17,124	11,849	5,275	18,874	13,557	5,317

n addition, revised claims received numbered 31,791.

TABLE E-2--Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1969

Province and sex	Total claimants	Number of Weeks on Claim (based on 20 per cent sample)			Total Claimants	
		1-4	5-13	14-26	27 or more*	April 30, 1968
CANADA	526,522	153,138	163,219	164,685	45,480	575,006
Male	364,088	112,141	114,622	114,519	22,806	409,978
Female	162,434	40,997	48,597	50,166	22,674	165,028
NEWFOUNDLAND	26,617	7,059	8,267	10,354	937	27,003
Male	23,431	6,395	7,262	9,118	656	23,940
Female	3,186	664	1,005	1,236	281	3,063
PRINCE EDWARD ISLAND	5,032	1,076	1,527	2,261	168	4,808
Male	3,913	829	1,200	1,776	108	3,784
Female	1,119	247	327	485	60	1,024
NOVA SCOTIA	27,126	5,627	8,883	10,919	1,697	27,073
Male	20,891	4,441	6,875	8,606	969	21,087
Female	6,235	1,186	2,008	2,313	728	5,986
NEW BRUNSWICK	27,771	7,757	10,233	8,437	1,344	28,993
Male	20,918	6,228	7,862	6,104	724	23,061
Female	6,853	1,529	2,371	2,333	620	5,932
QUEBEC	175,562	48,256	53,919	57,697	15,690	196,779
Male	127,610	35,512	41,075	42,878	8,145	150,947
Female	47,952	12,744	12,844	14,819	7,545	45,832
ONTARIO	149,541	48,026	45,215	41,698	14,602	165,431
Male	88,863	31,953	26,473	23,811	6,626	100,743
Female	60,678	16,073	18,742	17,887	7,976	64,688
MANITOBA	20,364	5,608	6,895	5,559	2,302	22,859
Male	13,733	3,766	4,789	3,899	1,279	15,801
Female	6,631	1,842	2,106	1,660	1,023	7,058
SASKATCHEWAN	18,807	5,021	6,832	5,931	1,023	16,098
Male	14,489	4,104	5,339	4,502	544	12,146
Female	4,318	917	1,493	1,429	479	3,952
ALBERTA	21,048	6,890	6,175	6,214	1,769	23,795
Male	14,597	5,334	4,134	4,222	907	16,923
Female	6,451	1,556	2,041	1,992	862	6,872
BRITISH COLUMBIA	54,654	17,818	15,273	15,615	5,948	62,167
Male	35,643	13,579	9,613	9,603	2,848	41,546
Female	19,011	4,239	5,660	6,012	3,100	20,621

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability

F—Prices

ABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1961 = 100)				
64—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
65—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
66—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
67—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
68—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
68—June	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
69—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
				(1949 = 100)				
June	162.7*							

*or an interim period the all-items index only will be published on both the 1961 and the 1949 base.
TE: 1957 weighted. Calculated by the Prices Division, DBS.

BLE F-2—Consumer Price Indexes for Regional Cities of Canada at the beginning of June 1969

	All Items									
	June 1969	*May 1969*	*June 1968*	*Food*	*Housing*	*Clothing*	*Transpor-tation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1961 = 100)				
John's, Nfld.	199.9	199.0	116.1	121.3	113.3	126.6	111.7	128.8	110.0	143.6
ifax	120.0	119.3	114.2	126.6	112.1	123.4	111.3	135.6	125.2	127.7
nt John	120.3	119.5	115.2	126.0	111.5	127.3	117.8	128.5	126.7	126.6
ntreal	122.5	121.4	117.7	125.7	114.3	122.6	122.3	127.4	136.8	128.4
awa	123.5	122.7	118.0	129.0	113.7	125.4	118.9	136.0	136.1	132.2
onto	124.5	123.3	119.1	126.9	117.6	128.4	126.3	134.0	123.6	130.1
nipeg	123.6	122.2	117.6	128.7	111.9	131.6	123.9	138.1	126.7	129.2
katoon-Regina	120.1	118.9	115.7	126.7	113.1	125.5	113.6	125.1	127.2	121.8
monton-Calgary	122.1	120.8	116.5	128.8	115.3	124.1	117.4	136.8	127.9	115.4
couver	119.9	118.5	114.6	128.9	112.4	123.2	116.3	128.5	118.4	113.5

TE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between its.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number o workers involved includes all workers reported on strike o locked out, whether or not they all belonged to the unio directly involved in the disputes leading to the work stoppage Workers indirectly affected, such as those laid off as a result o a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1964-69

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Tim
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,082,730	0.32
*1968—June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
*1969—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20
May	64	125	108,563	1,099,450	0.79
June	58	133	61,407	911,680	0.64

*Preliminary.

TABLE G-2—Strikes and Lockouts, June 1969 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	635	6,380
Mines	12	4,896	88,700
Manufacturing	56	11,994	128,620
Construction	28	30,312	555,480
Transportation and utilities	8	7,588	24,160
Trade	14	4,914	101,380
Finance	—	—	—
Service	11	646	6,430
Public administration	2	422	530
ALL INDUSTRIES	133	61,407	911,680

TABLE G-3—Strikes and Lockouts, June 1969 by Jurisdictio (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Day
Newfoundland	1	330	6,930
Prince Edward Island	—	—	—
Nova Scotia	6	1,858	7,700
New Brunswick	2	328	1,150
Quebec	43	25,782	401,670
Ontario	52	18,981	352,270
Manitoba	1	35	440
Saskatchewan	2	69	1,350
Alberta	5	573	12,060
British Columbia	16	6,646	106,300
Federal	5	6,805	21,810
ALL JURISDICTIONS	133	61,407	911,680

ABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			June	*Accumulated*		
ORESTRY						
MacMillan Bloedel Ltd., (Franklin River Division), Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	410	6,150	6,150	June 10 —	Absence of a fourth daily meal at camp—
MacMillan Bloedel Ltd., (Menzies Bay Division), Vancouver Island, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	225	230	230	June 16 June 17	Suspension of four employees for refusing to load non-union truck— Return of workers.
IINES						
letal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,590	14,190	Mar. 4 —	5-day work week—
Caland Ore Ltd., Atikokan, Ont.	Steelworkers Loc. 5855 (AFL-CIO/CLC)	323	4,850	10,990	May 4 June 23	Wages—Wage increases.
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC)	463	9,720	17,590	May 7 —	Wages, hours—
Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que.	Steelworkers Locs. 5569 & 5567 (AFL-CIO/CLC)	1,030	21,630	36,050	May 11 —	Wages, hours—
Quebec Cartier Mining Co., Port Cartier and Gagnon, Que.	Steelworkers Locs. 6869 & 5778 (AFL-CIO/CLC)	1,100	22,000	36,300	May 13 June 29	Wages, hours—55¢ an hr. increase spread over 3-yr. period; other benefits.
Gaspe Copper Mines Ltd., Murdochville, Que.	Steelworkers Loc. 6086 (AFL-CIO/CLC)	700	14,700	23,100	May 14 —	Wages—
n-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,630	11,230	Mar. 30 —	Wages—
Advocate Mines Limited, Baie Verte, Nfld.	Asbestos Workers Loc. 1612 (AFL-CIO/CLC)	330	6,930	9,900	May 22 —	Wages—
Bell Asbestos Mines, Thetford, Que.	Steelworkers Loc. 7285 (AFL-CIO/CLC)	450	450	450	June 30 —	Not reported—
ANUFACTURING						
d and Beverages						
t. Lawrence Sugar Co. Ltd., Montreal, Que.	Bakery Workers Loc. 333 (CLC)	270	3,780	12,960	Apr. 14 June 19	Wages—Wage increase of 18% over a 3-yr. contract.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			June	*Accumulated*		
Canada Starch Co. Ltd., Cardinal, Ont.	Retail, Wholesale Employees Loc. 483 (AFL-CIO/CLC)	500	6,500	18,500	Apr. 26 June 19	Wages, other benefits—24¢ an hr increase across the board; 3 weeks vacation after 8 years, 4 weeks after 17 years, other improved benefits
Vachon Inc., Ste. Marie de Beauce, Que.	Bakery Workers Loc. 482 (CLC)	634	1,900	10,140	May 13 June 5	Wages, hours, working conditions other benefits—45¢ an hr. increase spread over 3-yr. period; other improvements.
Liqueurs Saguenay Ltée., Chicoutimi, Que.	Commerce and Office Employees (CNTU)	110	110	220	May 30 June 1	Renewal of contract—Return of workers when wages improved.
Dominion Dairies Limited, Montreal, Que.	Teamsters Loc. 973 (Ind.)	205	610	610	June 7 June 11	Wages, fringe benefits—23% wage increase over 27-month period.
Leather						
Hartt Boot & Shoe, Fredericton, N.B.	Food and Allied Workers Loc. 694 (AFL-CIO/CLC)	153	770	1,990	May 21 June 9	Wages—30¢ per hr. increase over a 3-yr. period.
Textiles						
Fiberglas Canada Limited, Guelph, Ont.	Textile Workers' Union Loc. 1305 (AFL-CIO/CLC)	427	1,490	1,490	June 9 June 12	Wages—Return of workers.
Wabasso Ltée., Trois-Rivieres, Que.	United Textile Workers various locals (AFL-CIO/CLC)	1,900	1,900	1,900	June 12 June 13	Not reported—Not reported.
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,210	14,300	Dec. 17 —	Wages, fringe benefits, holidays
Pacific Veneer, New Westminster, B.C.	Woodworkers Loc. 1-357 (AFL-CIO/CLC)	830	4,570	4,570	June 17 June 25	Suspension of one employee—Return of workers pending negotiations.
Goderich Manufacturing Co. Ltd., Goderich, Ont.	International Operating Engineers Loc. 722 (AFL-CIO/CLC)	105	620	620	June 22 —	Wages, Sunday rates, hours—
Furniture and Fixtures						
Princeville Furniture Inc., Princeville, Que.	Building and Woodworkers' Federation (CNTU)	150	—	6,450	Mar. 31 June 2	Not reported—16¢ an hr. increase 1st.-yr., 11¢ 2nd.-yr., 14¢ 3rd.-yr. other improvements.
Vilas Industries Ltd., Cowansville, Que.	Building and Woodworkers' Federation (CNTU)	300	4,500	6,300	May 23 June 21	Not reported—Not reported.
Paper						
Acadia Pulp & Paper Division of Atlantic Sugar Refineries, Nelson-Miramichi, N.B.	Pulp and Paper Mill Workers Loc. 687 (AFL-CIO/CLC)	175	380	380	June 13 June 16	Alleged slowness in negotiations Return of workers.

ABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			June	*Accumulated*		
imary Metals						
Reynolds Aluminum Co. of Canada, Cap-De-La-Madeleine, Que.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	117	350	350	June 2 June 5	Over the promotion of one worker—Dismissal of some workers, strike declared illegal.
Schultz Die Casting, Lindsay, Ont.	Auto Workers Loc. 884 (CLC)	112	2,020	2,020	June 5 —	Alleged misinterpretation by workers against company action—
etal Fabricating						
Donald Rope & Wire Cloth Ltd., Hamilton, Ont.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	240	5,040	8,160	May 13 —	Wages—
Engineering Products of Canada Ltd., Boucherville, Que.	Steelworkers Loc. 5792 (AFL-CIO/CLC)	125	2,630	2,630	June 2 —	Wages, fringe benefits—
Standard Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)	200	800	800	June 25	Not reported—Not reported.
achinery						
Otis Elevator Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	11,610	18,800	May 14 —	Wages, working conditions—
Mathews Conveyor Co., Port Hope, Ont.	Machinists Loc. 1805 (AFL-CIO/CLC)	180	180	180	June 3 June 4	Wages, fringe benefits—Return of workers.
nsportation Equipment						
Fairbanks Morse (Canada) Limited, Kingston, Ont.	U.E. Loc. 422 (Ind.)	117	2,340	6,320	Apr. 12 June 30	Wages—Plant discontinued.
icard Inc., te. Therese, Que.	Auto Workers Locs. 728 & 1146 (CLC)	530	10,070	25,440	Apr. 21 June 27	Wages—Not reported.
Northwest Industries Ltd., dmonton, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	400	8,400	16,800	May 1 —	Wages—
Wilson Motor Bodies Ltd., urlington, Ont.	Auto Workers Loc. 525 (CLC)	139	1,530	1,530	June 16 —	Wages—
ctrical Products						
ergus Cables Ltd., Div. of Canada Wire & Cable Ltd., ergus, Ont.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	184	1,840	12,320	Mar. 11 June 16	Wages, working conditions—Wage increase, other improved benefits.
n-Metallic Mineral Products						
anadian Salt Ltd., indsor, Ont.	Auto Workers Locs. 195 & 240 (CLC)	107	1,440	11,150	Jan. 9 —	Delay in new contract negotiations—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
Libby, Owen Ford Glass Co. of Canada, Collingwood, Ont.	Glass and Ceramic Workers Loc. 252 (AFL-CIO/CLC)	300	4,800	15,900	Apr. 9 June 23	Wages in a first agreement—25¢ a hr. increase now, 14c May 197(15c May, 1971; other improve benefits.
Asbestonos Corporation Lt., St. Lambert, Que.	Les Travailleurs Unis de St. Lambert Inc.	150	3,150	6,000	May 5 —	Not reported—
Dominion Glass, Ville d'Anjou, Que.	Glass and Ceramic Workers, Loc. 206 (AFL-CIO/CLC)	300	300	300	June 20 June 21	Not reported—Not reported.
Petroleum and Coal Products						
Six Oil Refineries, Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	700	14,580	19,520	May 21 —	Wages, fringe benefits—
Chenical Products						
Canadian Liquid Air Ltd., Montreal, Que.	Steelworkers Loc. 6394 (AFL-CIO/CLC)	320	1,600	12,480	Aprl 14 June 9	Wages, jobs evaluation, employe classifications—24c an hr. i crease retroactive to Feb. 7, 196 18c Feb. 7, 1970, 20c Feb. 7, 197 other improved benefits.
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	83,320	May 17 1968	Wages, union security, grievan procedure—
The Lufkin Rule Co. of Canada Ltd., Barrie, Ont.	Steelworkers Loc. 6709 (AFL-CIO/CLC)	190	2,090	8,550	Apr. 14 June 16	Wages—Wage increases over 2-y contract.
CONSTRUCTION						
Several Plumbing Contractors, Various Locations, Northwestern, Ont.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	49,200	July 15 —	Wages, other benefits—
Toronto Construction Association, Metro Toronto, Ont.	Various Unions	8,500	178,500	707,000	May 1 —	Wages—
Hamilton Construction Association, Hamilton, Ont.	Various unions	1,058	22,220	41,620	May 2 —	Wages—
Two Construction Associations and one Construction Federation, Quebec and area, Que.	Building and Woodworkers' Federation (CNTU)	6,000	126,000	210,000	May 12 —	Wages, hours, security of empl ment, seniority—
Master Insulator's Association of Ontario Inc. Various Locations, Ont.	Asbestos Workers Loc. 95 (AFL-CIO/CLC)	800	16,800	26,400	May 14 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
Association des Constructeurs du Bas St. Laurent Inc., Lower St. Lawrence and area, Que.	Building and Woodworkers' Federation (CNTU)	3,500	73,500	107,000	May 15 —	Wages, hours, security of employment, seniority—
Electrical Contractors Association of Ottawa, Ottawa, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	850	7,250	19,900	May 15 June 16	Wages—$1.55 an hr. increase over 2-yr. contract; 40-hr. work week first yr., 37½ second yr., and other benefits.
Several Electrical Contractors, Metro Vancouver, B.C.	I.B.E.W. Loc.)13 (AFL-CIO/CLC)	120	2,520	3,120	May 26 —	Wages, working conditions—
Windsor Construction Association, Windsor, Ont.	Various unions	1,506	31,630	36,150	May 28 —	Wages—
Sudbury Construction Association, Sudbury and area, Ont.	Carpenters Loc. 2486 (AFL-CIO/CLC)	650	13,150	13,450	May 29 —	Wages, other benefits—
Ottawa Construction Association, Ottawa and area, Ont.	Bricklayers Loc. 7 (AFL-CIO/CLC)	400	5,600	5,600	June 11 —	Wages, vacation pay—
Various Construction Association, Southeastern Quebec.	Building and Woodworkers' Federation (CNTU)	5,000	65,000	65,000	June 12 —	Wages, hours, security of employment, seniority—
Applied Industrial Joint Ventures, Point Tupper, N.S.	Various unions	1,173	2,350	2,350	June 24 June 26	Discharged of one employee—Return of workers pending further discussion.
Robert McAlpine Ltd., Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	125	500	500	June 25 —	Suspension of eight workers for cause—
TRANSPORTATION AND UTILITIES						
Transportation						
Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,290	10,360	Feb. 19 —	Hours of work, safety conditions—
Vancouver Island Coach Lines Ltd., Victoria, B.C.	Railway, Transport and General Workers Loc. 234 (CLC)	107	—	1,830	May 8 June 1	Wages, working conditions—Return of workers, settlement terms not reported.
Fred Sowchuk Trucking, Natal, B.C.	Teamsters Loc. 213 (Ind.) International Operating Engineers Loc. 115 (AFL-CIO/CLC)	683	2,210	2,210	June 5 June 27	Wages in a new contract—Return of workers.

TABLEG-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration Man-Days* — *May*	*Duration Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Cities of Windsor, Sandwich and Amherstburg, Windsor and area, Ont.	Transit Union Loc. 616 (AFL-CIO/CLC)	100	140	140	June 14 June 16	Not reported—Return of workers
Communication						
*British Columbia Telephone Co., Province-Wide, B.C.	B.C. Telephone Workers, Various locals (CLC)	6,600	18,860	18,860	June 27 —	Wages, hours, fringe benefits—
TRADE						
Retail						
Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Que.	Metal Trades' Federation (CNTU)	1,335	28,040	70,770	Apr. 16 —	Wages, other matters—
Various Grocery Supermarkets, Metro Vancouver, B.C.	Butcher Workmen Loc. 212 (AFL-CIO/CLC)	3,179	66,230	70,900	May 24 —	Wages, 4-day work week, jo security—
SERVICE						
Miscellaneous Services						
Place Ville-Marie Corp., Montreal, Que.	Building Service Employees Loc. 298 (AFL-CIO/CLC)	300	300	300	June 11 June 12	Not reported—Not reported.
PUBLIC ADMINISTRATION						
Local Administration						
Corporation of the City of Halifax, Halifax, N.S.	Public Employees Loc. 108 (CLC)	400	200	200	June 16 June 16	Wages—24c per hr. increase retr active to Jan. 1969, 15c Sept. 1969, 15c May 1970.

* Federal jurisdiction.

Canada Department of Labour Publications

(Continued from inside front cover)

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Workmen's Compensation in Canada 1967—A Comparison of Provincial Laws, December 1967. (English or French). Price $1.25, Cat. No. L2-6/1968.

Labour Legislation of the Past Decade. A review of developments in Canadian labour legislation in 1951-1960 period. (English). Price 55 cents, Cat. No. L14-2061.

Judicial Review of Decisions of Labour Relations Boards in Canada, by Jan K. Wanczycki, 1969. (English or French). Price 50 cents, Cat. No. L34-1869.

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2. *Changes in the Occupational Composition of the Canadian Labour Force,* by Noah M. Meltz, 1931-1961. 1965. Price $2.00, Cat. No. L2-26/2.

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